ERIC Document Resume	See Instruction Sheet	DATE OF RESUME 8/3/65	DATE RECEIVED

A. PUBLICATION DATA

1. ERIC NUMBER ED000376

2. ORIGINATOR CONTROL NO(S). 7128

3. IDENTIFICATION NO. N.A.

4. AUTHOR(S): N.A.

5. TITLE OF DOCUMENT ABSTRACTED: Faculty Salaries, 1959-1960, A Cooperative Survey and Analysis of Faculty Salaries in 38 Colleges in 10 Midwest States

6. PUBLICATION TITLE: N.A.

7. EDITOR(S): N,A.

8. PLACE OF ORIGIN
ORG. Iowa State Teachers College
ST. Cedar Falls, Iowa
CITY, STATE
TELE. EXT.
INST/LCC CODE

9. PUBLISHER OR SOURCE: Iowa State Teachers College

10. VOL.	11. PAGES	12. MO./YR.	13. TOTAL PP.
N.A.	N.A.	59	66

DO NOT WRITE IN SPACE BELOW

MICROFILM COPY AVAILABLE
YES ☒ NO ☐

COPYRIGHT GRANTED
YES ☐ NO ☒

COPYRIGHT RELEASE FILED
YES ☐ NO ☐

TYPE OF REPORT
PROPOSAL ☐
IN-PROGRESS ☐
FINAL ☒
FOLLOW-UP ☐

OTHER ERIC REFERENCES:

ERIC SATELLITE CODE

B. INDEXING DATA

14. SUBJECT AREA

15. TYPE OF ENDEAVOR: survey

16. INDEXING TERMS (6-12)

surveys Y-18A	administration R-06			
teachers Y-21	personnel P-09			
salaries Y-00				

17. ABSTRACT (MAX. 250 WORDS)

Report on 1959-60 salary reported for each full-time faculty member in the 38 cooperating institutions. Shows data pertaining to total faculty, instructional faculty, administrative or nonteaching faculty, comparisons for 1958-59 and 1959-60, and changes which occurred from 1957-58 to 1959-60.

ERIC No.

18. SOURCE OF ABSTRACT

C. FUNDING DATA

19. SUPPORTING ORGANIZATION

20. DIVISION OR DEPT.

21. CONTRACT NO.

PROJECT NO.

22. TOTAL COST OF PROJECT

23. DURATION OR PROJECT

U.S. Department of Health, Education, and Welfare
Office of Education

ERIC Form 1

IV - 9

FACULTY SALARIES
1959 - 60

A COOPERATIVE SURVEY AND ANALYSIS OF FACULTY
SALARIES IN 38 COLLEGES
IN 10 MIDWEST STATES

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education
This document has been reproduced exactly as received from the person or organization originating it. Points of view or opinions stated do not necessarily represent official Office of Education position or policy.

Bureau of Research and Examination Services
Iowa State Teachers College
Cedar Falls, Iowa

November, 1959

ED 000376

COOPERATIVE SURVEY OF FACULTY SALARIES

Introduction

This is the third annual report of a cooperative study of faculty salaries in the teachers colleges or former teachers colleges in Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, South Dakota, and Wisconsin. These institutions work under an agreement in which they supply information pertaining to faculty salaries by following a common set of definitions and instructions. This arrangement has made it possible to gather data which are accurate and meaningful.

Salaries for 1959-60 have been reported as of October 1, 1959. This report has been compiled from the individual salary as reported for each individual faculty member, that is, every person who holds faculty status, in the 38 cooperating institutions, or a total of 5,536 people. This study deals only with full-time faculty and part-time and emeritus faculty are not included.

This report deals only with the cash salary received by the individual, or his salary as reported for income tax purposes. Fringe benefits, such as institutional contributions for insurance and retirement, sick leave, etc., and additional income from extra work, as extension classes and so on have been brought together in a report to supplement this "Cash" salary report. The "Fringe Benefit" Report was brought together by Dr. Charles E. Howell, Director of Research, Northern Illinois University, DeKalb, and released in October, 1957. This "Fringe Benefit" Report is being currently revised by Edward Bocko, Assistant to the President, Indiana State Teachers College, Terre Haute.

A common base for analyzing and reporting salaries must be established to give comparable and meaningful results. Salaries in all institutions and for all faculty must be shown for the same "time unit". Since the large majority of the faculty is employed on a 9-month or academic year contract, and since the salaries of the people employed for a 10-month, 11-month, and 12-month period were reported for the 9-month or academic year period, this base (academic year of 9-months) has been used as the base for reporting.

In this, the 1959-60 report, the administrative and/or non-teaching positions have been analyzed to show the salaries for these non-teaching positions.

This report has been arranged to show the following:

1) Data pertaining to the total faculty
2) Data pertaining to the instructional faculty
3) Data pertaining to the administrative or non-teaching faculty
4) Comparisons for the years 1958-59 and 1959-60
5) Changes which have occurred from 1957-58 to 1959-60

Thanks are extended to the persons in the participating institutions who worked so carefully in supplying the basic data. Their careful work has made possible this report and the conviction that the data shown herein are reliable.

Respectfully submitted

H.M. Silvey, Director
Bureau of Research and Examination Services
Iowa State Teachers College
Cedar Falls, Iowa

November 30, 1959

The report of the cooperative survey of faculty salaries prepared for use by the participating institutions identifies the institutions. An agreement has been entered into which stipulates that no report which identifies individual institutions will be released outside the participating group. However, it has been recognized that parties outside the cooperating group may have interest in and profit from the basic information. Therefore, with a desire and sense of duty to share with others, and at the same time not violate our agreement, this report has been prepared in which the institutions are designated by a code number.

TABLE OF CONTENTS

Page

List of Institutions that Cooperated in the Study 1

Instructions and Definitions 3

TABLES

Table		Page
I	MEAN AND MEDIAN SALARY PAID TO TOTAL FACULTY FOR THE ACADEMIC YEAR 1959-60	7
II	MEAN AND MEDIAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR ACADEMIC YEAR 1959-60	8
III	MEAN SALARY PAID TO FACULTY FOR ACADEMIC YEAR 1959-60 ACCORDING TO DUTY	9
IV	MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR 1959-60 ACADEMIC YEAR ACCORDING TO PROFESSORIAL RANK	10
V	MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR 1959-60 ACADEMIC YEAR ACCORDING TO PROFESSORIAL RANK (States)	11
VI	MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR ACADEMIC YEAR 1959-60 ACCORDING TO PROFESSORIAL RANK INCLUDING DEPARTMENT HEADS (By States)	12
VII	MEDIAN SALARY AND RANGE FOR 1959-60 ACADEMIC YEAR FOR INSTRUCTIONAL FACULTY	16
VIII	MEDIAN SALARY AND RANGE FOR 1959-60 ACADEMIC YEAR FOR INSTRUCTIONAL FACULTY	17
IX	MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR THE ACADEMIC YEAR 1958-59 and 1959-60 WITH PERCENT INCREASE	18
X	FACULTY TURNOVER 1958-59 to 1959-60	19
XI	MEAN AND MEDIAN SALARY PAID TO ADMINISTRATIVE AND NON-TEACHING FACULTY FOR 1959-60 ACADEMIC YEAR	22
XII	MEAN SALARY FOR NON-INSTRUCTIONAL FACULTY ON DUTY BOTH ACADEMIC YEARS 1958-59 and 1959-60	23
XIII	MEAN SALARY FOR TOTAL FACULTY FOR 1959-60 ACADEMIC YEAR ACCORDING TO DUTY ASSIGNMENT AND PROFESSORIAL RANK	24

Table Page

XIV MEAN SALARY OF TOTAL FACULTY FOR ACADEMIC YEAR 1959-60 ACCORDING TO AMOUNT OF ACADEMIC TRAINING 28

XV NUMBER OF MEN AND WOMEN WITH MEAN SALARY ACCORDING TO PROFESSORIAL RANK 30

XVI PERCENTAGE DISTRIBUTION OF FACULTY ACCORDING TO MEN AND WOMEN WITH MEAN SALARY FOR 1959-60 ACADEMIC YEAR 32

XVI-a TOTAL FACULTIES OF ALL INSTITUTIONS DISTRIBUTED ACCORDING TO DUTY ASSIGNMENT AND CONTRACT PERIOD 34

XVII PERCENT OF INSTRUCTIONAL FACULTY LOCATED IN EACH PROFESSORIAL RANK 36

XVIII MEAN SALARY FOR INSTRUCTIONAL FACULTY ACCORDING TO PROFESSORIAL RANK AND ACADEMIC TRAINING 37

XIX MEAN SALARY FOR INSTRUCTIONAL FACULTY ACCORDING TO PROFESSORIAL RANK AND ACADEMIC TRAINING (Department Heads Not Included) 42

XX MEAN SALARY FOR INSTRUCTIONAL FACULTY ACCORDING TO PROFESSORIAL RANK AND ACADEMIC TRAINING (Department Heads Included) 44

XXI MEAN SALARY PAID TO INSTRUCTIONAL FACULTY IN VARIOUS TEACHING AREAS 46

XXII MEAN SALARY FOR LABORATORY SCHOOL AND NON-LABORATORY SCHOOL TEACHING 47

XXIII MEAN SALARY FOR ACADEMIC YEARS 1958-59 and 1959-60 FOR FACULTY EMPLOYED BOTH YEARS 48

XXIV MEAN SALARY FOR ACADEMIC YEARS 1958-59 and 1959-60 FOR FACULTY EMPLOYED BOTH YEARS (by states) 49

XXV MEAN SALARY FOR ACADEMIC YEARS 1958-59 and 1959-60 FOR FACULTY EMPLOYED BOTH YEARS ACCORDING TO PROFESSORIAL RANK 50

Figures

Figure / Page

1 Distribution of the Total Faculties of all Institutions According to Professorial Rank 13

2 Mean Salary of the Total Faculties of All Institutions for 1959-60 Academic Year According to Professorial Rank 13

3 Distribution of the Total Instructional Faculties of All Institutions According to Professorial Rank 14

4 Mean Salary of Total Instructional Faculties of All Institutions According to Professorial Rank 14

5 Distribution of the Total Instructional Faculties of All the Institutions According to Professorial Rank 15

6 Mean Salary of the Total Instructional Faculties According to Professorial Rank 15

7 Distribution of Total Faculties According to Duty Assignment 21

8 Mean Salary of Total Faculties According to Duty Assignment 21

9 Distribution of the Total Faculties According to Amount of Academic Training 29

10 Mean Salary of the Total Faculties for 1959-60 Academic Year According to Academic Training 29

11 Academic Training of Men and Women 31

12 Mean Salary for Men and Women According to Academic Training 31

13 Distribution of Total Instructional Faculties of All Institutions According to Professorial Rank (Men and Women) 33

14 Mean Salary for Academic Year 1959-60 For Instructional Faculty According to Professorial Rank (Men and Women) 33

15 Distribution of Total Faculties According to Duty Assignment 34

Figure		Page
16	The Contract Period of the Faculties of All Institutions According to Duty Assignment	35
17	Total Faculties of All Institutions for 1959-60 With Percent of New Faculty	52
18	Distribution of Professorial Rank of New Faculty Employed in 1959-60	52
19	Mean Academic Year Salary for Total Instructional Faculty 1957-58 to 1959-60	53
20	Mean Academic Year Salary for All Faculty 1957-58 to 1959-60	54
21	Mean Academic Year Salary Paid to Instructional Faculty 1957-58 to 1959-60	55
22	Mean Academic Year Salary Paid to Instructional Faculty According to Academic Training 1957-58 to 1959-60	56

COLLEGES THAT COOPERATED IN THE SURVEY

Chicago Teachers College, Chicago, Illinois
Eastern Illinois University, Charleston, Illinois
Illinois Normal University, Normal, Illinois
Northern Illinois University, DeKalb, Illinois
Western Illinois University, Macomb, Illinois
Ball State Teachers College, Muncie, Indiana
Indiana State Teachers College, Terre Haute, Indiana
Iowa State Teachers College, Cedar Falls, Iowa
Fort Hays Kansas State College, Hays, Kansas
Kansas State Teachers College, Emporia, Kansas
Kansas State Teachers College, Pittsburgh, Kansas
Central Michigan College, Mount Pleasant, Michigan
Eastern Michigan College, Ypsilanti, Michigan
Northern Michigan College, Marquette, Michigan
Bemidji State College, Bemidji, Minnesota
Mankato State College, Mankato, Minnesota
Moorhead State College, Moorhead, Minnesota
Saint Cloud State College, Saint Cloud, Minnesota
Winona State College, Winona, Minnesota
Nebraska State Teachers College, Chadron, Nebraska
Nebraska State Teachers College, Kearney, Nebraska
Nebraska State Teachers College, Peru, Nebraska
Nebraska State Teachers College, Wayne, Nebraska
North Dakota State Teachers College, Dickinson, North Dakota
North Dakota State Teachers College, Valley City, North Dakota
Northern State Teachers College, Aberdeen, South Dakota
General Beadle State Teachers College, Madison, South Dakota
Black Hills State Teachers College, Spearfish, South Dakota
Southern State Teachers College, Springfield, South Dakota
Stout State College, Menomonie, Wisconsin
Wisconsin State College, Eau Claire, Wisconsin
Wisconsin State College, LaCrosse, Wisconsin
Wisconsin State College, Oshkosh, Wisconsin
Wisconsin State College, Platteville, Wisconsin
Wisconsin State College, River Falls, Wisconsin
Wisconsin State College, Steven Point, Wisconsin
Wisconsin State College, Superior, Wisconsin
Wisconsin State College, Whitewater, Wisconsin

NOTE: For the sake of brevity these colleges are identified in this report merely by the name of the city in which the college is located.

PRECEDING PAGE BLANK- NOT FILMED

INSTRUCTIONS AND DEFINITIONS

Note: These instructions and definitions served as the guide for supplying the faculty salary data.

WHOM TO INCLUDE: Every person who is recognized as having faculty status and who is employed in any full-time capacity. This shall include president, deans, and all other administrative and executive faculty as well as instructional faculty; and, also, supervisors of student teaching if paid by the college, but not if given only a token payment. The determination of whether an employee has faculty status and should be included in the survey remains the decision of each institution.

SEX. 1 male 2 female

YEAR OF BIRTH. Give last two digits as 95 for 1895 or 17 for 1917.

ACADEMIC RANK.

1 Professor
2 Associate Professor
3 Assistant Professor
4 Instructor
9 No Rank
X Head of department. Note that in this case only can a double coding be used. If a man is Head and Professor code him 1X. If Head and Associate Professor code 2X.

TENURE.

1 Temporary, hired for one year and not expected to be retained for any length of time.
2 Regular, either has assured tenure or is assumed to be retained for a reasonable period of years.

TRAINING. Although many kinds of training may determine employment or salary, only formal academic training carrying academic credit in accredited colleges and universities is used in this study. In case of doubt concerning special degrees, use U.S. Office of Education instruction sheet for reporting of earned degrees by Registrars.

1 Earned doctorate, such as Ph. D., Ed. D., etc., (not M.D., D. D., etc.)
2 Earned masters plus an additional 60 semester hours or more (90 quarter hours or more) of graduate work
3 Earned masters plus an additional 30 to 59 semester hours (45-89 quarter hours) of graduate work
4 Earned masters plus an additional 0 to 29 semester hours (0-44 quarter hours) of graduate work
5 Baccalaureate including some graduate credit but no masters degree
6 Less than a baccalaureate degree

DUTY ASSIGNMENT

11 Full-Time Instructional. This includes persons whose regular job is essentially full-time teaching. These duties include classroom teaching, normal instructional research connected with teaching, supervision of extra-curricular activities, and academic advising if

there is no special arrangement to handle such advising. The duties of this classification are primarily full-time teaching without administrative and/or executive duties.

21 Part-Time Instructional and Part-Time Administrative and Other Duties. The instructional duties constitute half or more of the person's time. In this classification the "normal" or "regular" duty of the job (not some exceptional situation existing this quarter or semester) requires a half or more than a half time devoted to teaching and the balance devoted to administrative or other duties. For example, a department head would fall in this classification if it is the understanding that he will teach half or more of his time and the other part devoted to administrative responsibilities connected with running the department.

22 Part-Time Instructional and Part-Time Administrative and Other Duties. The instructional duties constitute less than half of the person's time. In this classification the regular assignment requires that teaching will take up less than half time. For example, as in 21 above, if a department head normally (and it is understood by the nature of the job) that he will devote more than half time to the administration of the headship but will teach some (less than half time), then, he falls in this classification. DO NOT classify as 21 or 22 irregular or emergency situations such as the following: If a dean, registrar, or other administrative officer whose regular duty is administration or executive work happens to teach a class during the period of reporting, do not classify him 21 or 22, but 32 because his regular duties do not ordinarily include teaching.

32 Full-Time Administrative or Non-Instructional. This includes all administrative or other functions which do not involve direct instructional contact with students. Ordinarily these people more often fill such positions as president, deans without teaching assignments, registrar, business manager and similar positions. Teaching is not a "regular" part of the job, though any of these people may occasionally teach a class and still be classified 32.

In order that the salaries of these various administrative positions may be analyzed, write the name of the position held in columns 21-23 under "Administrative Position" on the data sheet. (Note that this is the only instance when a word or words instead of a code number is used). There are some instances probably when a person holds a combined or consolidated job, such as, for example, Registrar and Director of Admissions. In that case, write "Registrar and Director of Admissions". In other instances a person may have a combination job though one function is more definitely his principal one; as, for example, "Director of Admissions and Member of Screening Committee". In this case use only "Director of Admissions" and omit the "Member of Screening Committee" because it is obvious that his main job is "Director of Admissions". Try to use one job name as much as possible and avoid all kinds of combinations or the results will contain a long list of meaningless combinations. Give the name which is most essentially the job classification.

TEACHING AREA. A teaching area should be assigned for all except those coded 32 under DUTY ASSIGNMENT above. Where instructors cut across area lines, use the best judgment in placing an individual in the area in which he does the greatest amount of teaching.

Note that in science provision has been made for dividing the field. In future years other areas may be divided. In science use 260 if a particular specialty cannot be readily identified.

310	Agriculture
210	Art
220	Business
410	Education and educational psychology. Also, include Audio-visual education.
420	Education - Laboratory School
110	English
120	Foreign Language
230	Geography or Earth science
320	Home economics
330	Industrial arts
240	Library science
140	Mathematics
250	Music
340	Physical Education & Health
150	Psychology (not 410)
160	Religion and philosophy
260	Science (no special area)
261	Biology
262	Chemistry
263	Geology
264	Physics
265	Science education
170	Social science. (This includes all social science other than geography, i.e., history economics, etc.)
270	Speech, including speech correction
500	Miscellaneous (areas not included elsewhere)

EXPERIENCE. This section refers to experience in education institutions. Use only full-time experience for which compensation was received. Fractions of several years may be combined but count each type of experience to the nearest whole year. Write in the number of years experience. Insert 00 in each section if no experience of that type. (Use two digits).

Number of years experience in elementary and secondary school

Number of years in colleges other than the one in which now employed

Number of years in present college

Total educational experience. (The sum of above three items).

SALARY

The term salary as used herein refers to the amount of money reported for income tax purposes for that portion of the year for which the person is guaranteed employment. This has been arbitrarily called the CONTRACT SALARY whether or not a formal written contract exists. No recognition is taken of summer employment not guaranteed on the previous October 1, nor of extension, correspondence or other extra compensation, nor of benefits such as, annuity, health insurance, etc., paid by the college and not included in the taxable salary.

PLEASE NOTE: It will be noted that salaries for the years 1958-59 and 1959-60 are to be reported. This will mean, of course, that staff members new for 1959-60 will not have salaries recorded for the year 1958-59, and people who left at end of 1958-59 will not have salaries recorded for 1959-60.

CONTRACT PERIOD. The plan here is to identify that part of the year for which the staff member has guaranteed employment and salary. In some instances, particularly instructional staff, the guaranteed term of employment is probably more often the academic year; or, in some instances where summer employment is guaranteed and constitutes a part of the contract period, then that period may be eleven months, or in some few instances and a few people ten months. (This does not mean 10 checks for 9 months, but 10 months guaranteed employment). For the most part administrative officers are probably employed on a 12-month basis and for them twelve months becomes the contract period.

Note that persons employed for less than the academic year are not considered full-time employees, and, therefore, are not to be included in this study.

1 Academic year (two semesters or three quarters)
2 Eleven months
3 Twelve months
4 Ten months
8 On leave
9 Not employed

CONTRACT SALARY FOR 1958-59. Record in this column the total salary of the contract period for the individual. That is, if a staff member is employed for the academic year, then record that total salary. If employed on an eleven month or ten month basis, then record that amount. In most cases administrative officers are employed on a 12-month basis, then record the 12-month salary. Give in nearest hundreds of dollars, thus report $6725 as 067, or $6750 as 068, or $11,535 as 115.

ACADEMIC YEAR SALARY FOR 1958-59. For persons coded (1) under contract period, this amount will be the same as reported in columns 40-42. But for persons coded (2) or (3) or (4) under contract period, this amount will be a smaller sum representing that portion of their contract salary chargeable or prorated to the academic year. It may be 5/6s, or 9/10s, or 9/11s, or 9/12s or whatever fractional part of the contract salary the institution assigns to the academic year for the particular member.

PLEASE NOTE: In order to analyze the data and make meaningful comparisons some common base for comparisons must be used. And since the academic year is always a part of the contract period of every full-time staff member, whether hired on an academic year basis, or ten months, or eleven months, or twelve months, be sure to record the academic year salary for each member, that is the amount of salary received during the academic year - IF THIS IS NOT DONE THESE PERSONS MUST BE LEFT OUT OF THE TABULATIONS.

PLEASE NOTE: If the staff member is employed for the academic year, but receives that salary in 10 or more equal payments, the salary should be reported as academic year salary without regard to the number of checks received.

SALARY FOR 1959-60.

CONTRACT PERIOD. Same definitions and directions as for Column (39) but not necessarily the same contract code for each individual.

CONTRACT SALARY FOR 1959-60. Same definitions and directions as for Columns 40-42 but amount is for a different year.

ACADEMIC YEAR SALARY FOR 1959-60. Same definitions and directions as for Columns 43-45 but the amount is for a different year.

TABLE I

MEAN AND MEDIAN SALARY PAID TO TOTAL FACULTY FOR THE ACADEMIC YEAR 1959-60 WITH NUMBER OF MEMBERS ON THE FACULTY

(Rank Determined by MEAN Salary)

Rank	Institution	No. on Faculty	Mean Salary	Median Salary
1	72	143	$8442	$8400
2	12	222	7524	7350
3	05	256	7318	7250
4	63	273	7295	7300
5	36	343	7279	7250
6	35	82	7222	6950
7	32	343	7198	6900
8	54	114	7142	7050
9	83	107	7140	7200
10	50	89	7129	6950
11	19	76	7114	7000
12	58	357	7111	6900
13	09	128	7106	6900
14	73	111	7093	7000
15	06	101	7049	6950
16	69	204	7034	7050
17	24	110	6998	6950
18	45	111	6993	7150
19	16	85	6985	7000
20	22	90	6982	7150
21	84	340	6838	6700
22	74	86	6837	6700
23	10	271	6831	6800
24	95	171	6776	6700
25	14	218	6687	6650
26	70	98	6247	6200
27	13	77	6032	6000
28	53	144	5985	5900
29	46	88	5968	5950
30	08	36	5964	5800
31	26	178	5929	5750
32	55	183	5899	5900
33	31	57	5825	5800
34	15	50	5712	5850
35	02	69	5657	5450
36	51	30	5557	5550
37	20	41	5539	5850
38	28	54	5380	5400
	Total	5536	6880	6800

TABLE II

MEAN AND MEDIAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR ACADEMIC YEAR 1959-60

(Rank Determined by Mean Salary)

Rank	Institution	No. on Faculty	Mean Salary	Median Salary
1	72	125	$8382	$8400
2	12	186	7608	7450
3	63	248	7302	7300
4	36	292	7243	7200
5	05	219	7216	7300
6	35	75	7145	6950
7	50	80	7100	7000
8	58	302	7087	7000
9	19	72	7083	7000
10	32	299	7062	6800
11	73	104	7062	7000
12	83	103	7055	7200
13	10	219	7027	6900
14	69	185	6991	7050
15	54	104	6986	6950
16	16	71	6980	7000
17	09	113	6973	6800
18	24	101	6955	7100
19	22	79	6937	7150
20	06	89	6925	6950
21	84	289	6908	6750
22	45	106	6868	7100
23	74	77	6827	6700
24	95	147	6799	6850
25	14	202	6794	6700
26	70	86	6205	6250
27	53	130	5958	5900
28	13	69	5949	6000
29	08	34	5918	5750
30	46	77	5916	5900
31	55	173	5850	5900
32	26	162	5838	5650
33	31	53	5704	5750
34	02	60	5627	5500
35	15	45	5576	5750
36	51	24	5504	5500
37	20	33	5424	5600
38	28	52	5344	5400
	Total	4885	6845	6700

TABLE III

MEAN SALARY PAID TO FACULTY FOR ACADEMIC YEAR 1959-60 ACCORDING TO DUTY

(Colleges Arranged According to Highest Salary)

Rank	Total Faculty			Instructional Faculty			Non-Instructional Faculty		
	Institution	No.	Salary	Institution	No.	Salary	Institution	No.	Salary
1	72	143	$8442	72	125	$8382	45	5	$9640
2	12	222	7524	12	186	7608	83	4	9325
3	05	256	7318	63	248	7302	72	18	8856
4	63	273	7295	36	292	7243	54	10	8770
5	36	343	7279	05	219	7216	32	44	8123
6	35	82	7222	35	75	7145	09	15	8113
7	32	343	7198	50	80	7100	35	7	8043
8	54	114	7142	58	302	7087	06	12	7967
9	83	107	7140	19	72	7083	05	37	7924
10	50	89	7129	32	299	7062	19	4	7675
11	19	76	7114	73	104	7062	73	7	7557
12	58	357	7111	83	103	7055	36	51	7486
13	09	128	7106	10	219	7027	24	9	7478
14	73	111	7093	69	185	6991	69	19	7447
15	06	101	7049	54	104	6986	31	4	7425
16	69	204	7034	16	71	6980	50	9	7389
17	24	110	6998	09	113	6973	22	11	7309
18	45	111	6993	24	101	6955	58	55	7242
19	16	85	6985	22	79	6937	63	25	7228
20	22	90	6982	06	89	6925	12	36	7094
21	84	340	6838	84	289	6908	16	14	7007
22	74	86	6837	45	106	6868	15	5	6940
23	10	271	6831	74	77	6827	74	9	6922
24	95	171	6776	95	147	6799	26	16	6850
25	14	218	6687	14	202	6794	13	8	6750
26	70	98	6247	70	86	6205	08	2	6750
27	13	77	6032	53	130	5958	55	10	6740
28	53	144	5985	13	69	5949	95	24	6638
29	46	88	5968	08	34	5918	70	12	6550
30	08	36	5964	46	77	5916	84	51	6443
31	26	178	5929	55	173	5850	46	11	6336
32	55	183	5899	26	162	5838	28	2	6300
33	31	57	5825	31	53	5704	53	14	6243
34	15	50	5712	02	60	5627	20	8	6013
35	02	69	5657	15	45	5576	10	52	6006
36	51	30	5557	51	24	5504	02	9	5856
37	20	41	5539	20	33	5424	51	6	5767
38	28	54	5380	28	52	5344	14	16	5344
	Total	5536	6880	Total	4885	6845	Total	651	7144

TABLE IV

MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR 1959-60 ACADEMIC YEAR ACCORDING TO PROFESSORIAL RANK

Note: Institutions ranked according to mean salary.

	Professorial Rank											
	Dept.Heads		Professors		Assoc.Prof		Asst Prof.		Instructor		No Rank	
Institution	Mean	Rank	Mean	Rank	Mean	Rank	Mean	Rank	Mean	Rank	Mean	Rank
12	9842	1	9387	1	8135	2	7061	2	6072	9	4900	17
72			9356	2	8709	1	8285	1	7628	1		
58	8829	11	8654	8	6054	31	6691	17	5912	14	5500	10
69	8967	8	8622	10	7436	18	6837	6	5623	22	6650	3
36	9447	4	8637	9	7738	8	7042	3	6111	6	2700	22
84	9260	6	8868	4	7722	9	6624	18	5667	21	5844	5
10	8865	9	8682	7	7325	21	6416	25	5416	27	5000	15
63	9086	7	8556	11	7719	10	6749	12	5713	19		
26	7567	25	6980	28	6071	30	5530	32	4935	29	7300	1
53	7431	26	6571	30	6635	25	5930	27	5177	28		
55	7311	27	7029	27	6292	28	5688	30	4807	33		
09	9827	2	8800	5	7768	4	6530	23	4914	30		
05	9353	5	8726	6	7806	3	6856	5	5788	18		
32	9700	3	9132	3	7742	7	6608	19	5489	25		
74	8840	10	8300	16	7490	16	6826	7	6052	10	5580	7
14	8438	16	8075	19	7625	11	6766	10	6168	3	4580	20
22	8292	17	7963	22	7550	12	6758	11	6163	4	4340	21
95	8713	13	8032	20	7475	17	6874	4	6020	13	4692	19
19	8100	22	8500	12	7500	15	6825	8	6240	2	6857	2
02	6414	30	6100	34	5860	33	5346	34	4820	32	4800	18
70	7000	29	7100	26	6388	27	5936	26	5420	26	4950	16
31	6371	31	6300	32	5879	32	5475	33	4750	34		
13	6280	32	6440	31	6513	26	5714	29	5575	23		
08											5918	4
28	5662	34									5238	13
46	7114	28	6583	29	6181	29	5664	31	4900	31		
51	5517	35							5500	24		
15											5576	8
20	5900	33	6200	33	5100	34	5840	28	4730	35		
83	8270	19	8243	17	7433	19	6561	20	5676	20		
73	8490	14	8450	13	7746	6	6732	13	6076	8	5325	12
50	8212	21	8000	21	7764	5	6473	24	5792	17		
54	7883	24	7820	23	7536	13	6697	16	6155	5	5575	9
45	8469	15	7757	25	7097	23	6700	15	5818	16	5133	14
35	8780	12	8442	14	7405	20	6536	22	6092	7		
06	7959	23	7817	24	7257	22	6544	21	5905	15		
16	8292	18	8400	15	7531	14	6825	9	6022	12	5400	11
24	8229	20	8079	18	7095	24	6721	14	6039	11	5800	6
Total	8249		8393		7359		6573		5788		5486	

TABLE V

MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR 1959-60 ACADEMIC YEAR ACCORDING TO PROFESSORIAL RANK

Note: Number of faculty members given for each group, and states ranked according to mean salary.

State	Professorial Rank																	
	Dept. Heads			Professors			Assoc.Prof.			Asst. Prof.			Instructors			No Rank		
	No.	Mean	R	No.	Mean	R	No.	Mean	R	No.	Mean	R	No.	Mean	R	No.	Mean	R
63	75	9259	2	134	8865	2	210	7802	1	392	7115	1	272	6118	2	7	5343	6
76	27	9011	4	65	8772	3	93	7483	4	229	6552	6	84	5571	5	10	5760	2
82	14	9086	3	45	8556	4	57	7719	2	101	6749	3	31	5713	4			
67	49	7437	7	34	6921	7	78	6268	7	178	5702	7	125	4972	9	1	7300	1
65	44	9598	1	57	8916	1	124	7071	6	302	6664	5	104	5511	6			
93	46	8437	5	57	8132	5	85	7538	3	164	6806	2	191	6126	1	34	5200	7
56	30	6597	8	14	6536	8	74	6174	8	119	5656	9	28	5354	7	3	4900	8
90	13	5662	10													73	5555	4
37	25	6148	9	7	6529	9	21	5924	9	47	5683	8	34	5168	8	45	5576	3
77	116	8244	6	73	8107	6	202	7414	5	243	6736	4	182	5953	3	17	5424	5
Total	439	8249		486	8393		944	7359		1775	6573		1051	5788		190	5486	

TABLE VI

MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR ACADEMIC YEAR 1959-60 ACCORDING TO PROFESSORIAL RANK INCLUDING DEPARTMENT HEADS

(States arranged according to highest total salary)

State	Professorial Rank										Total	
	Professor		Associate		Assistant		Instructor		No Rank			
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
68	198	9051	218	7814	395	7125	272	6118	7	5343	1090	7350
82	58	8698	58	7719	101	6749	31	5713			248	7302
65	99	9218	126	7790	302	6664	104	5511			631	7099
77	145	8392	238	7451	251	6646	182	5953	17	5424	833	7003
76	89	8883	95	7495	230	6553	84	5571	10	5760	508	6959
93	91	8323	93	7584	168	6820	191	6126	34	5200	577	6855
56	42	6576	76	6186	119	5656	28	5354	3	4900	268	5910
67	76	7271	84	6286	178	5702	126	4996	1	7300	465	5876
37	13	6838	26	6042	54	5683	41	5212	45	5576	179	5684
90									86	5571	86	5571
Total	811	8498	1014	7375	1798	6576	1059	5787	203	5498	4885	6845

Figure 1: Distribution of the Total Faculties of All the Colleges According to Professorial Rank

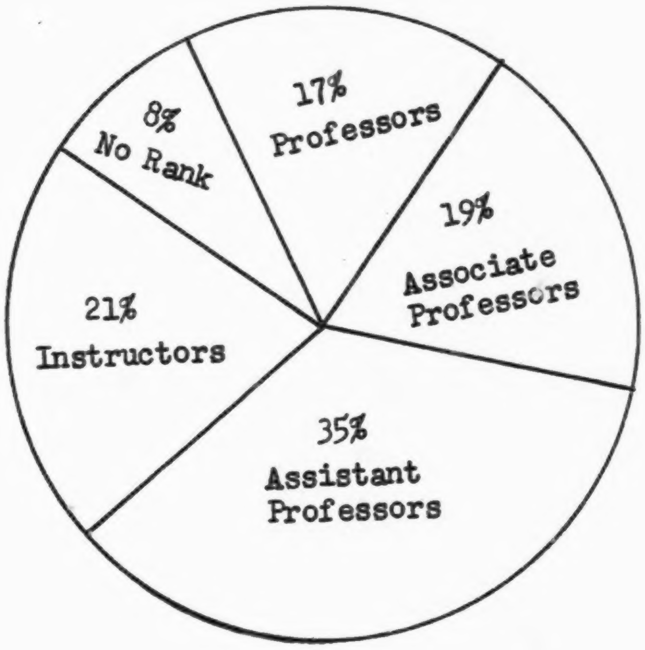


Figure 2: Mean Salary of the Total Faculties of All the Colleges for the Academic Year 1959-60 According to Professorial Rank

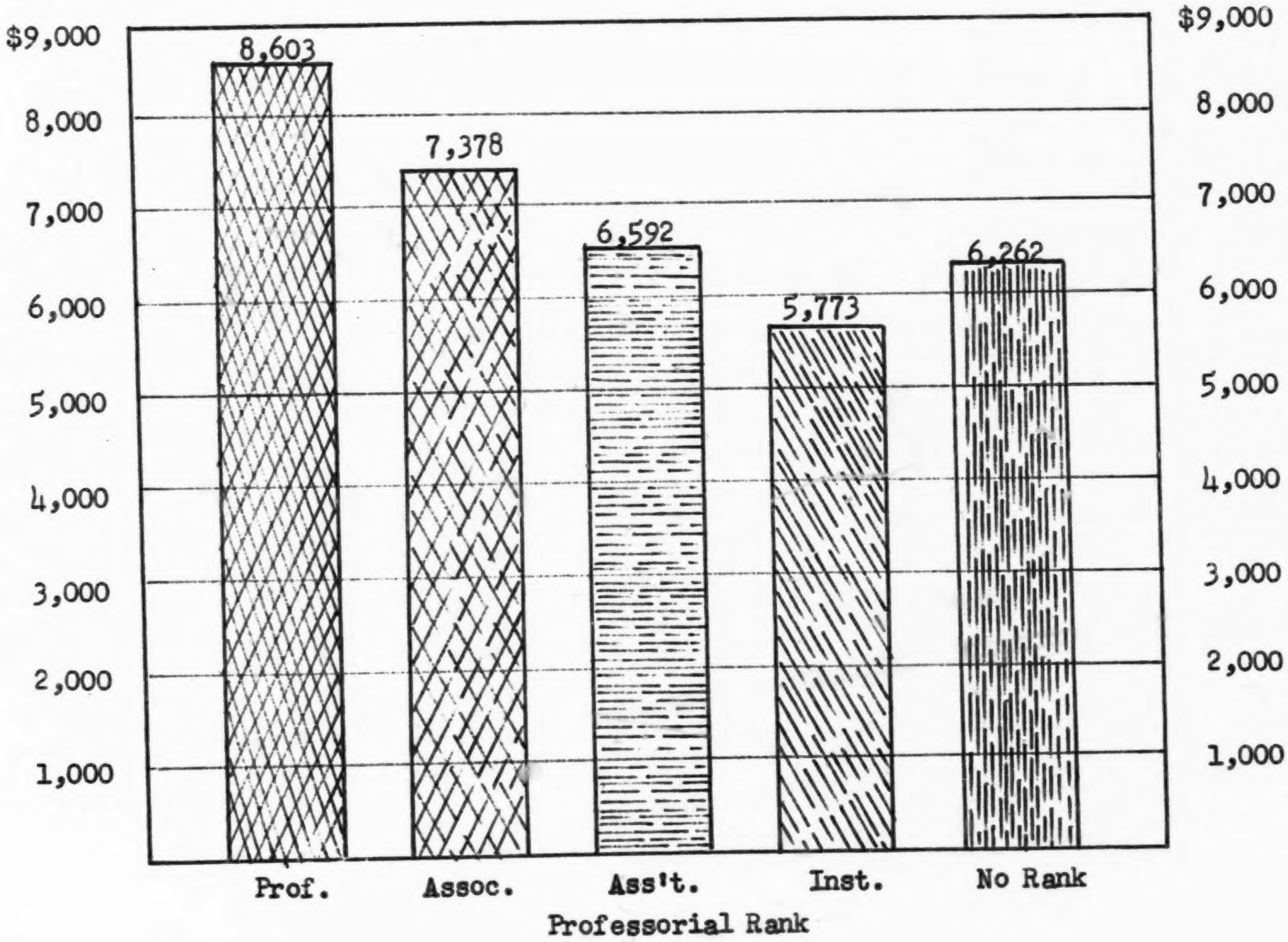


Figure 3: Distribution of the Total Instructional Faculties of All the Colleges According to Professorial Rank, Including Department Heads

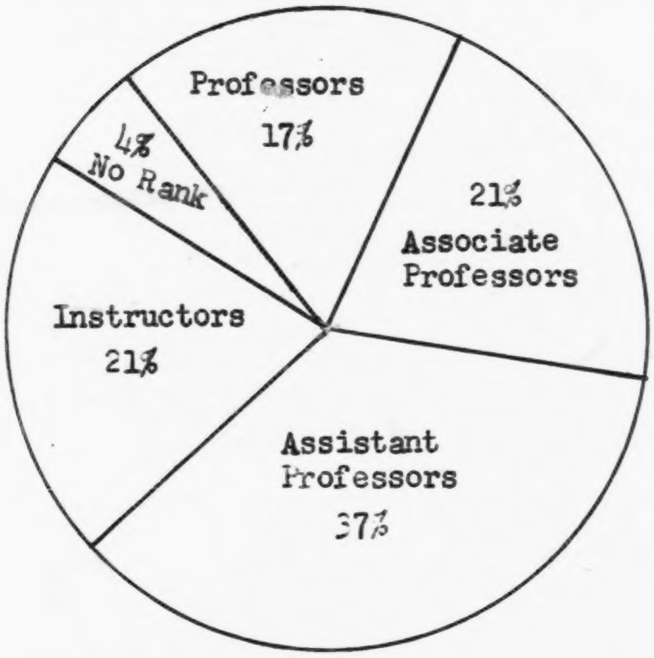


Figure 4: Mean Salary of the Total Instructional Faculties of All the Colleges For the Academic Year 1959-60 According to Professorial Rank, Including Department Heads

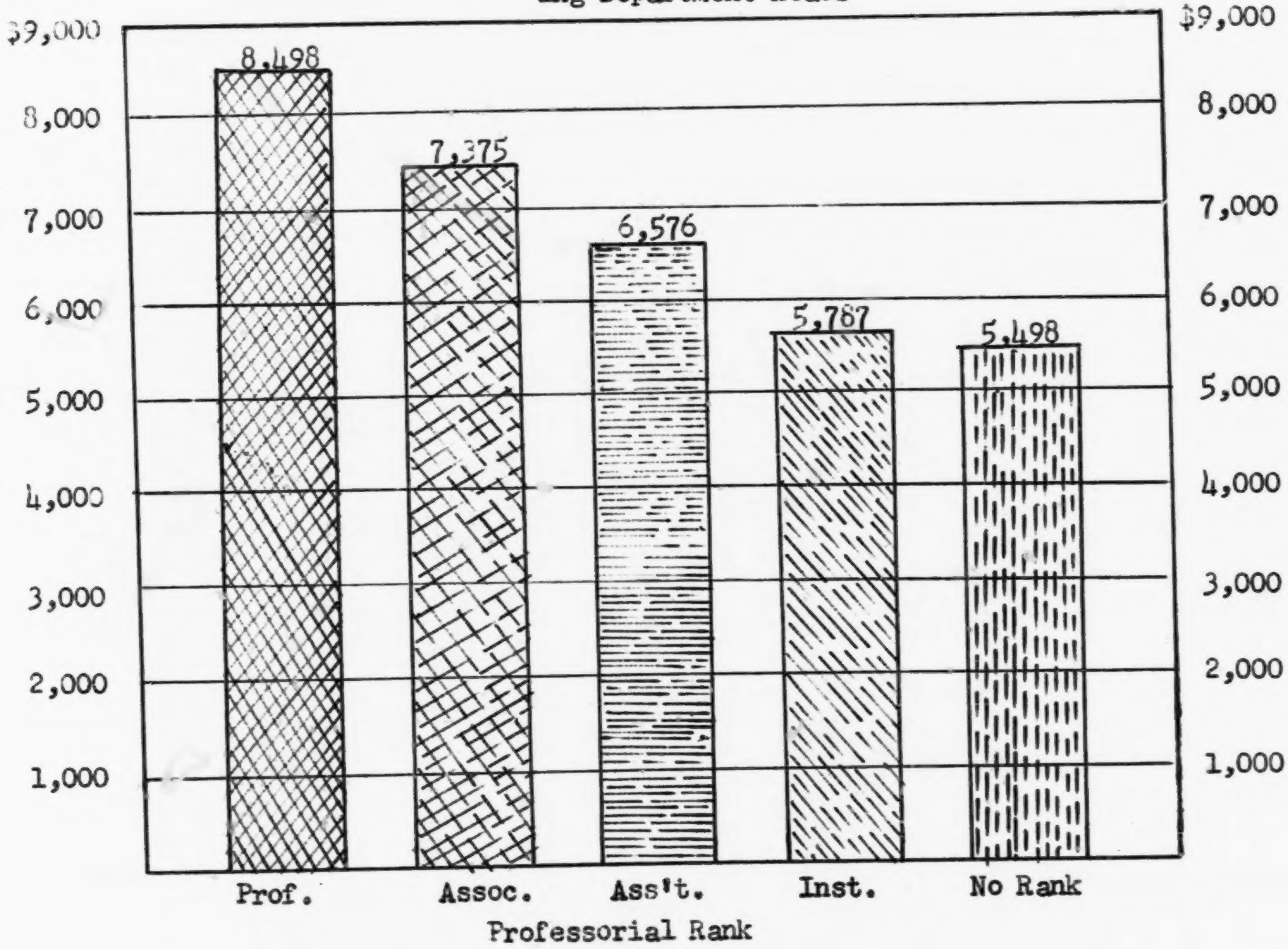


Figure 5: Distribution of the Total Instructional Faculties of All the Colleges According to Professorial Rank

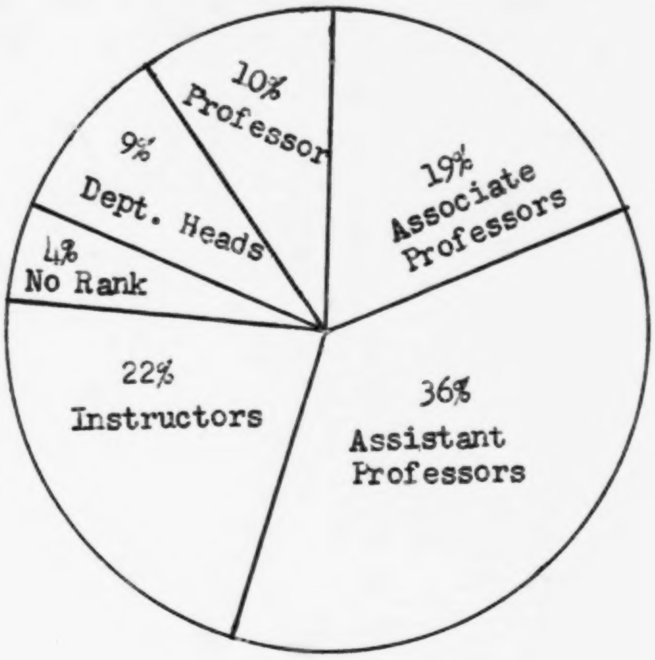


Figure 6: Mean Salary of the Total Instructional Faculties of All the Colleges for the Academic Year 1959-60 According to Professorial Rank

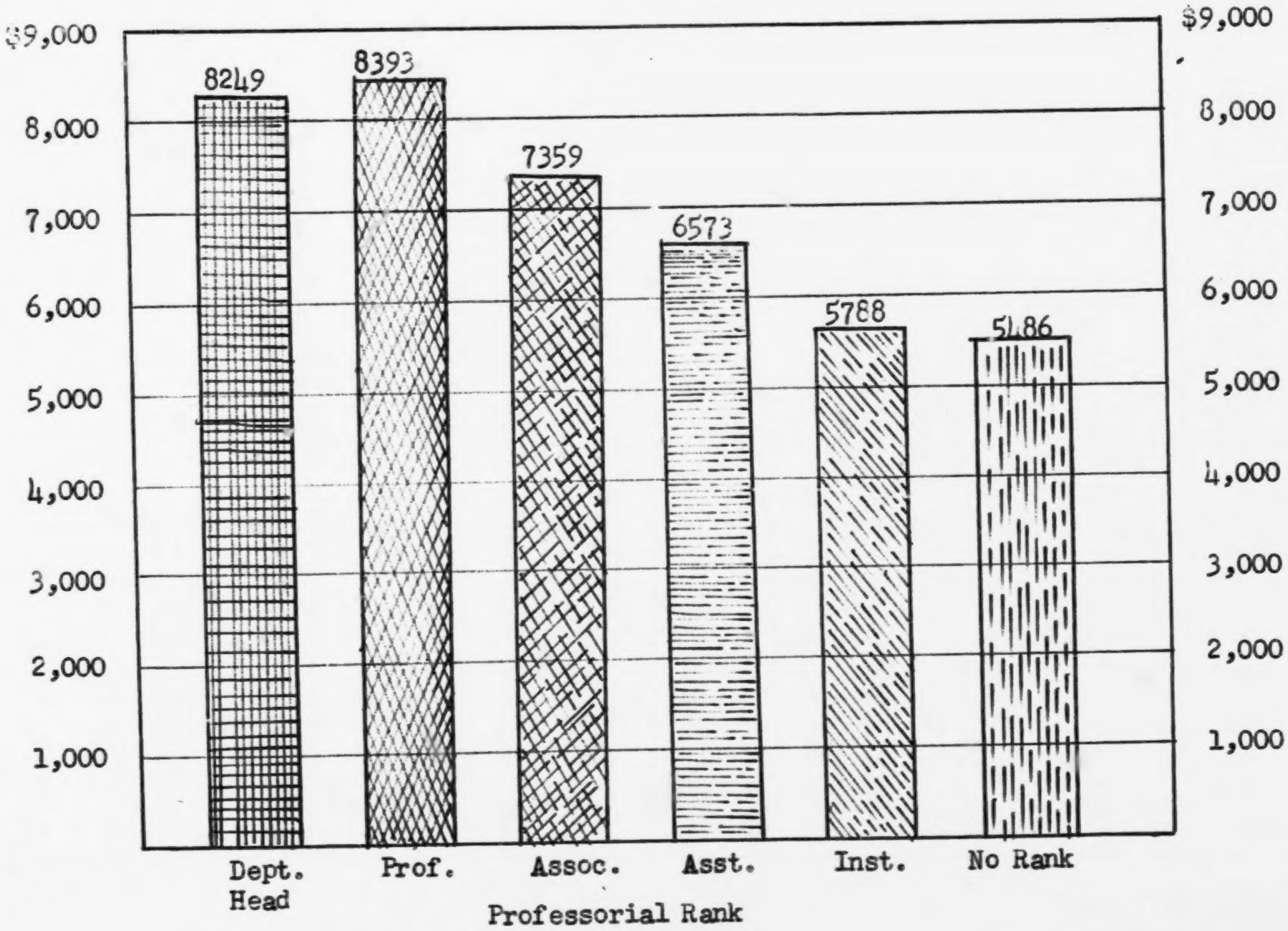


TABLE VII

MEDIAN SALARY AND RANGE FOR 1959-60 ACADEMIC YEAR FOR INSTRUCTIONAL FACULTY
(Department Heads Included)
(Expressed in Hundreds of Dollars)

	Professorial Rank															
	Professors				Assoc. Professors				Asst. Professors				Instructors			
College	Low	Hi	Rng.	Med	Low	Hi	Rng.	Med.	Low	Hi	Rng.	Med.	Low	Hi	Rng.	Med.
12	81	108	27	97	70	88	18	84	56	83	27	71	45	70	25	62
72	84	101	17	94	80	98	18	87	70	97	27	84	58	83	25	78
58	76	104	28	88	67	88	21	76	59	77	18	68	50	70	20	60
69	76	108	32	90	61	88	27	75	56	83	27	68	45	68	23	58
36	75	102	27	89	66	86	20	79	50	90	40	71	45	70	25	62
84	86	95	9	90	63	90	27	78	51	83	32	67	46	68	22	58
10	80	97	17	89	60	80	20	74	57	71	14	65	48	59	11	55
63	74	99	25	88	68	87	19	77	53	87	34	69	49	63	14	58
26	57	90	33	76	50	75	25	61	47	67	20	55	36	63	27	50
53	55	81	26	74	60	79	19	66	53	66	13	59	33	59	26	53
55	62	85	23	71	54	70	16	64	43	67	24	58	36	80	44	50
09	70	105	35	95	42	95	53	81	54	77	23	65	22	60	38	51
05	77	102	25	90	70	96	26	78	44	79	35	68	44	74	30	59
32	81	102	21	96	56	90	34	78	54	77	23	66	48	61	13	56
74	80	89	9	87	71	83	12	75	63	75	12	69	48	66	18	61
14	74	92	18	83	71	83	12	77	57	78	21	67	48	69	21	63
22	74	91	17	83	71	86	15	78	57	78	21	70	51	69	18	63
95	51	89	38	84	68	80	12	75	60	78	18	67	48	69	21	60
19	77	89	12	84	71	89	18	77	60	75	15	70	57	66	9	63
02	56	67	11	67	54	67	13	57	50	62	12	54	42	52	10	50
70	67	72	5	72	60	70	10	65	50	68	18	60	50	60	10	55
31	59	69	10	64	54	65	11	59	47	61	14	55	45	50	5	48
13	61	66	5	64	53	66	13	62	56	64	8	59	51	59	8	57
08	no rank															
28	no rank															
46	61	75	14	71	59	67	8	63	52	63	11	57	46	51	5	50
51													48	65	17	55
15	no rank															
20	62	67	5	65	40	67	27	61	49	61	12	59	40	55	15	48
83	79	96	17	85	68	83	15	75	59	74	15	66	45	63	18	58
73	80	99	19	84	70	85	15	78	61	73	12	68	52	68	16	62
50	75	91	16	82	71	82	11	79	60	74	14	65	50	60	10	59
54	66	91	25	81	64	82	18	77	59	80	21	67	50	67	17	63
45	73	96	23	86	26	86	60	76	60	74	14	68	27	77	50	59
35	77	102	25	88	64	83	19	74	58	74	16	66	55	74	19	61
06	72	93	21	82	56	83	27	75	59	74	15	65	50	66	16	59
16	80	100	20	87	70	89	19	74	60	76	16	68	55	70	15	61
24	73	88	15	82	58	81	23	76	58	77	19	69	52	69	17	61
Total	51	108	57	87	26	98	72	75	43	97	54	66	22	83	61	59

TABLE VIII

MEDIAN SALARY AND RANGE FOR 1959-60 ACADEMIC YEAR FOR INSTRUCTIONAL FACULTY (Department Heads Not Included)

(Expressed in Hundreds of Dollars)

Institution	Professorial Rank															
	Professors				Assoc.Professors				Asst. Professors				Instructors			
	Low	Hi	Rng	Med	Low	Hi	Rng	Med	Low	Hi	Rng	Med	Low	Hi	Rng	Med
12	81	108	27	96	70	88	18	83	56	83	27	71	45	70	25	62
72	84	101	17	94	80	98	18	87	70	97	27	84	58	83	25	78
58	76	99	23	86	67	88	21	76	59	77	18	68	50	70	20	60
69	76	108	32	86	61	88	27	75	56	83	27	68	45	68	23	58
36	75	95	20	88	66	86	20	79	50	81	31	71	45	70	25	62
84	86	92	6	89	63	90	27	77	51	83	32	67	46	68	22	58
10	80	94	14	88	60	80	20	74	57	71	14	65	48	59	11	55
63	74	99	25	87	68	87	19	77	53	87	34	69	49	63	14	58
26	57	84	27	70	50	75	25	61	47	67	20	55	36	63	27	50
53	55	75	20	69	60	79	19	66	53	66	13	59	33	59	26	53
55	62	85	23	70	54	70	16	63	43	67	24	58	36	80	44	50
09	70	96	26	90	42	89	47	81	54	77	23	65	22	60	38	51
05	78	96	18	86	70	96	26	78	44	79	35	68	44	74	30	59
32	81	102	21	95	56	90	34	78	54	77	23	66	48	61	13	56
74	80	89	9	81	71	83	12	75	63	75	12	69	48	66	18	61
14	74	89	15	81	71	83	12	77	57	78	21	67	48	69	21	63
22	74	89	15	79	71	80	9	76	57	78	21	69	51	69	18	63
95	51	86	35	83	68	80	12	75	60	78	18	67	48	69	21	60
19	77	89	12	86	71	83	12	77	60	75	15	69	57	66	9	63
02	56	67	11	61	54	67	13	57	50	62	12	54	42	52	10	50
70	70	70	2	71	60	70	10	65	50	68	18	60	50	60	10	55
31	60	66	6	65	54	65	11	59	47	61	14	55	45	50	5	48
13	62	66	4	65	53	66	13	62	56	64	8	59	51	59	8	57
08	no rank															
28	no rank															
46	61	70	9	68	59	67	8	62	52	63	11	57	46	51	5	50
51													49	65	16	55
15	no rank															
20	62	62	0	62	40	64	24	51	55	60	5	60	40	55	15	48
83	79	85	6	83	68	80	12	75	59	74	15	66	45	63	18	58
73	81	91	10	84	70	85	15	78	61	73	12	67	52	68	16	62
50	75	84	9	81	71	82	11	79	60	74	14	64	50	60	10	59
54	66	87	21	80	67	82	15	77	59	80	21	67	50	67	17	63
45	73	80	7	79	26	83	57	76	60	74	14	68	27	77	50	59
35	77	91	14	85	64	83	19	74	58	74	16	66	55	74	19	61
06	72	93	21	75	56	83	27	75	59	74	15	65	50	66	16	59
16	80	90	10	85	70	89	19	76	60	76	16	68	55	70	15	61
24	73	88	15	82	58	81	23	72	58	77	19	69	52	69	17	61
Total	51	108	57	86	26	98	72	75	43	97	54	66	22	83	61	59

TABLE IX

MEAN SALARY PAID TO INSTRUCTIONAL FACULTY FOR THE ACADEMIC YEARS 1958-59 and 1959-60 WITH PERCENT OF INCREASE (in Mean Salary and Number of Faculty Members)

Note: All instructional faculty have been combined without regard to rank or amount of training. The institutions are arranged according to size of 1959-60 salary.

1959-60 Academic Year			Name of Institution	1958-59 Academic Year			Percent of Increase	
Rank	Mean Salary	No. on Faculty		Rank	Mean Salary	No. on Faculty	Salary	Faculty
1	8382	125	72	1	7562	117	10.8	6.8
2	7608	186	12	2	7183	180	5.9	3.3
3	7302	248	63	13	6619	258	10.3	-3.9
4	7243	292	36	4	6876	306	5.3	-4.6
5	7216	219	05	3	7004	220	3.0	-0.5
6	7145	75	35	7	6729	75	6.2	0.0
7	7100	80	50	12	6625	75	7.2	6.7
8	7087	302	58	6	6766	274	4.7	10.2
9	7083	72	84	20	6526	69	8.5	4.3
10	7062	299	32	11	6646	286	6.3	4.5
11	7062	104	73	9	6656	98	6.1	6.1
12	7055	103	83	14	6588	93	7.1	10.8
13	7027	219	10	10	6649	205	5.7	6.8
14	6991	185	69	19	6545	167	6.8	10.8
15	6986	104	54	8	6679	92	4.6	13.0
16	6980	71	16	16	6584	69	6.0	2.9
17	6973	113	09	5	6871	94	1.5	20.2
18	6955	101	24	18	6562	92	6.0	9.8
19	6937	79	22	22	6440	80	7.7	-1.3
20	6925	89	06	15	6584	83	5.2	7.2
21	6908	289	84	17	6573	250	5.1	15.6
22	6868	106	45	*				
23	6827	77	74	24	6304	71	8.3	8.5
24	6799	147	95	21	6457	138	5.3	6.5
25	6794	202	14	23	6332	181	7.3	11.6
26	6205	86	70	33	5491	78	13.0	10.3
27	5958	130	53	27	5787	127	3.0	2.4
28	5949	69	13	29	5636	67	5.6	3.0
29	5918	34	08	38	5113	32	15.7	6.3
30	5916	77	46	32	5544	75	6.7	2.7
31	5850	173	55	30	5605	163	4.4	6.1
32	5838	162	26	31	5603	158	4.2	2.5
33	5704	53	31	36	5232	50	9.0	6.0
34	5627	60	02	28	5754	56	-2.2	7.1
35	5576	45	15	34	5298	44	5.2	2.3
36	5504	24	51	35	5239	23	5.1	4.3
37	5424	33	20	*				
38	5344	52	28	39	4765	49	12.2	6.1
	6855	4746	#Total		6464	4495	6.0	5.6

* Did not participate in 1958-59 survey

# Totals based on 36 institutions that participated in survey both years

TABLE X

FACULTY TURNOVER 1958-59 - 1959-60

Institution	No. Leaving Faculty in 1958-59	No. on Leave 1959-60	Total	No. New Faculty 1959-60	No. Exceeding Replacement	Net Percent Increase Over 1958-59
12	17	9	26	26	0	0.0
72	11	1	12	17	5	3.7
58	37	19	56	89	33	10.2
69	23	2	25	35	10	5.2
36	45	12	57	52	-5	- 1.4
84	27	9	36	58	22	7.1
10	20	7	27	48	21	8.6
63	27	4	31	16	-15	- 5.2
26	24	9	33	39	6	3.6
53	18	7	25	26	1	0.7
55	12	8	20	35	15	8.8
09	17	0	17	32	15	13.6
05	29	5	34	38	4	1.6
32	19	7	26	35	9	2.7
74	7	2	9	10	1	1.2
14	25	4	29	54	25	13.2
22	13	2	15	15	0	0.0
95	15	6	21	30	9	5.6
19	8	1	9	10	1	1.3
02	6	0	6	8	2	3.1
70	5	1	6	12	6	6.5
31	7	0	7	10	3	5.5
13	12	2	14	18	4	5.4
08	5	0	5	9	4	11.7
28	7	0	7	10	3	5.8
46	15	0	15	18	3	3.5
51	2	0	2	4	2	7.1
15	8	0	8	8	0	0.0
20	2	1	3	7	4	
83	11	0	11	18	7	7.2
73	8	1	9	16	7	6.7
50	6	1	7	16	9	11.2
54	9	0	9	25	16	16.4
45	6	0	6	16	10	9.7
35	12	0	12	15	3	3.7
06	8	0	8	15	7	7.5
16	13	1	14	21	7	9.3
24	12	4	16	26	10	10.0
Total	448	125	673	937	264	4.9

DUTY ASSIGNMENT

11 Full-Time Instructional. This includes persons whose regular job is essentially full-time teaching. These duties include classroom teaching, normal instructional research connected with teaching, supervision of extra-curricular activities, and academic advising if there is no special arrangement to handle such advising. The duties of this classification are primarily full-time teaching without administrative and/or executive duties.

21 Part-Time Instructional and Part-Time Administrative and Other Duties. The instructional duties constitute half or more of the person's time. In this classification the "normal" or "regular" duty of the job (not some exceptional situation existing this quarter or semester) requires a half or more than a half time devoted to teaching and the balance devoted to administrative or other duties. For example, a department head would fall in this classification if it is the understanding that he will teach half or more of his time and the other part devoted to administrative responsibilities connected with running the department.

22 Part-Time Instructional and Part-Time Administrative and Other Duties. The instructional duties constitute less than half of the person's time. In this classification the regular assignment requires that teaching will take up less than half time. For example, as in 21 above, if a department head normally (and it is understood by the nature of the job) that he will devote more than half time to the administration of the headship but will teach some (less than half time), then, he falls in this classification. DO NOT classify as 21 or 22 irregular or emergency situations such as the following: If a dean, registrar, or other administrative officer whose regular duty is administration or executive work happens to teach a class during the period of reporting, do not classify him 21 or 22, but 32 because his regular duties do not ordinarily include teaching.

32 Full-Time Administrative or Non-Instructional. This includes all administrative or other functions which do not involve direct instructional contact with students. Ordinarily these people more often fill such positions as president, deans without teaching assignments, registrar, business manager and similar positions. Teaching is not a "regular" part of the job, though any of these people may occasionally teach a class and still be classified 32.

In order that the salaries of these various administrative positions may be analyzed, write the name of the position held in columns 21-23 under "Administrative Position" on the data sheet. (Note that this is the only instance when a word or words instead of a code number is used). There are some instances probably when a person holds a combined or consolidated job, such as, for example, Registrar and Director of Admissions. In that case, write "Registrar and Director of Admissions". In other instances a person may have a combination job though one function is more definitely his principal one; as, for example, "Director of Admissions and Member of Screening Committee". In this case use only "Director of Admissions" and omit the "Member of Screening Committee" because it is obvious that his main job is "Director of Admissions". Try to use one job name as much as possible and avoid all kinds of combinations or the results will contain a long list of meaningless combinations. Give the name which is most essentially the job classification.

Figure 7: Distribution of Total Faculties of All Institutions According to Duty Assignment for Academic Year 1959-60

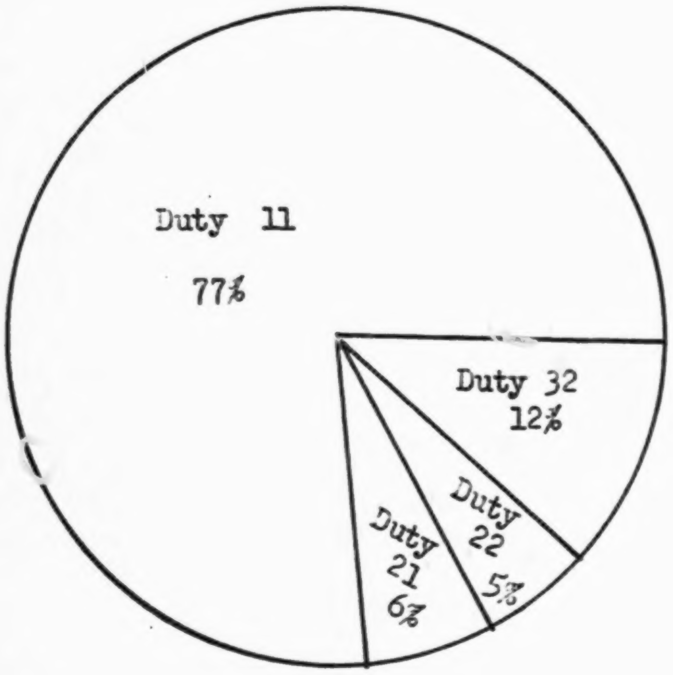


Figure 8: Mean Salary of the Total Faculties of All Institutions for the Academic Year 1959-60 According to Duty Assignment

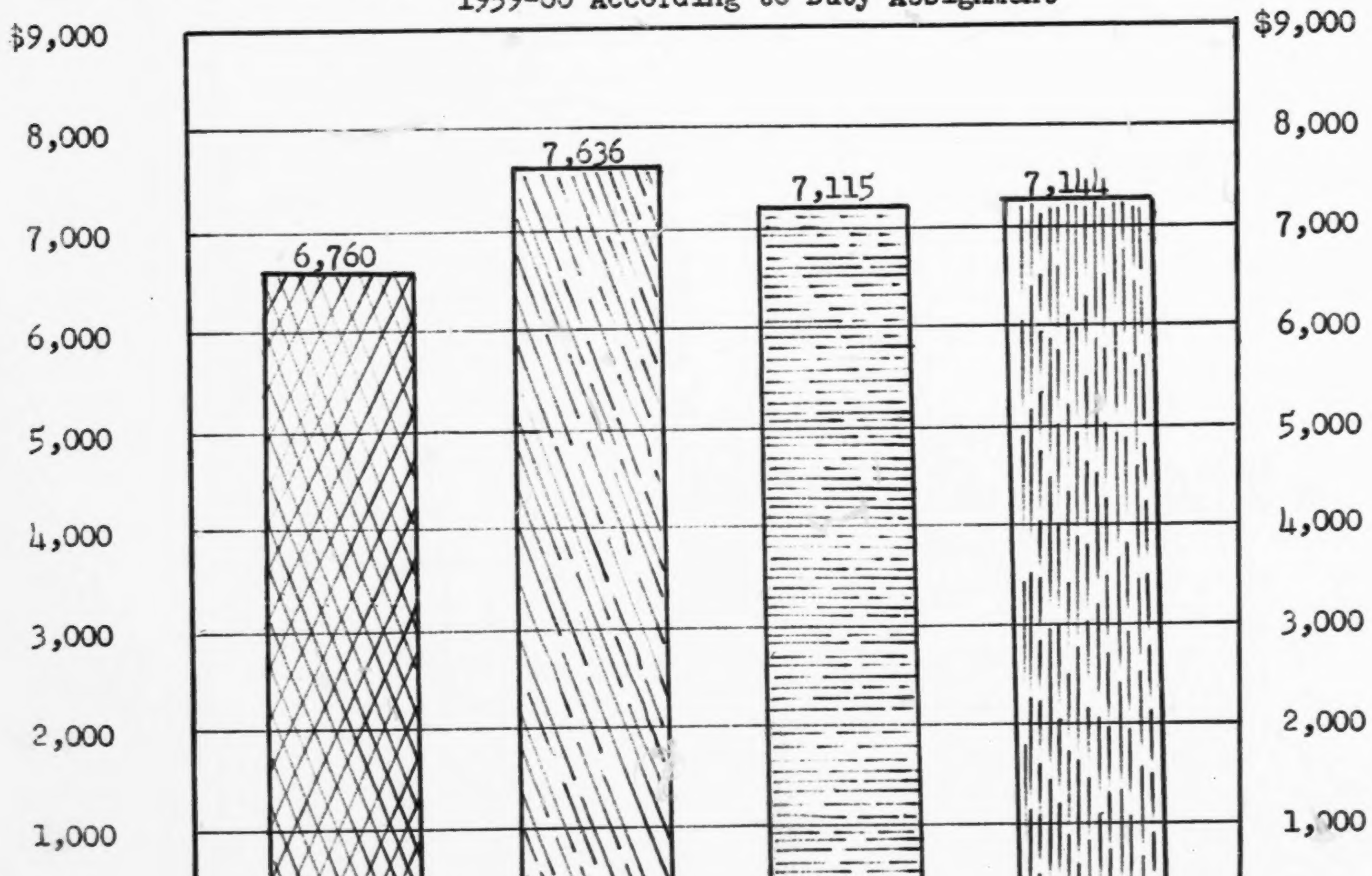


TABLE XI

MEAN AND MEDIAN SALARY PAID TO ADMINISTRATIVE AND NON-TEACHING FACULTY FOR 1959-60 ACADEMIC YEAR

Position	High	Low	Mean	Median
President	$20,800	$6,400	$12,169	$11,400
Vice President	11,900	9,200	11,000	11,200
Dean of College; Instruction	14,300	6,000	9,171	9,350
Assistant Dean (Dean of Inst.)	11,100	7,000	9,400	10,100
Dean of Graduate Study	10,300	7,400	8,936	8,950
Dean of Students	10,300	6,300	8,176	8,150
Dean of Men	9,900	4,900	7,372	7,050
Dean of Women	9,900	4,100	6,958	6,600
Assistant to the President	9,500	5,400	7,344	7,350
Business Manager	11,900	5,100	7,806	6,600
Bursar	6,100	4,900	5,533	5,600
Registrar	10,200	4,900	7,062	6,600
Director of Academic Advising	8,700	6,000	7,420	7,400
Director of Admissions	7,800	5,700	6,822	6,850
Director of Alumni Services	7,000	4,300	5,767	5,300
Director of Athletics	8,800	6,600	7,800	8,000
Director of Extension	9,700	6,100	7,583	7,400
Director of Field Services	9,800	6,300	8,263	8,700
Director of Health Services	9,900	5,600	8,300	8,600
Director of Housing	8,200	5,400	6,700	6,600
Director of Information Services	7,000	5,500	6,267	6,300
Director of Physical Plant	7,200	6,300	6,550	5,600
Director of Placement	9,900	6,400	8,125	8,150
Director of Public Relations	9,500	4,600	7,278	7,250
Director of Research	9,500	6,700	7,840	7,700
Director of Residence Halls	5,700	4,600	5,075	5,000
Director of Student Union	8,100	3,800	6,086	6,000
Director of Teacher Education	9,900	7,500	8,929	9,300
Head Librarian	9,400	4,900	6,789	6,350
Librarian (other than head)	8,400	3,900	6,028	5,950
Nurse	7,700	3,800	5,069	4,800
Student Counselor	8,300	3,900	5,203	4,850
Principal of Laboratory School	9,700	5,600	7,978	8,000
Superintendent of Laboratory Sch.	9,300	6,500	8,275	8,600
Unclassified and Miscellaneous	12,500	2,500	6,027	6,050

TABLE XII

MEAN SALARY FOR NON-INSTRUCTIONAL FACULTY ON DUTY BOTH ACADEMIC YEARS (1958-59 and 1959-60) WITH PERCENT OF SALARY INCREASE

Position	Mean Salary		Percent of Increase
	1958-59	1959-60	
President	$11,485	$12,291	7.0
Vice President	10,011	11,000	9.8
Dean of College; Instruction	8,592	9,332	8.6
Assistant Dean (Dean of Instruction)	9,175	10,000	8.9
Dean of Graduate Study	8,278	8,811	6.4
Dean of Students	7,513	8,167	8.7
Dean of Men	6,906	7,424	7.5
Dean of Women	6,517	6,987	7.2
Assistant to the President	6,814	7,400	8.5
Business Manager	7,160	7,913	10.5
Bursar	5,100	5,533	8.4
Registrar	6,580	7,084	7.6
Director of Academic Advising	6,880	7,420	7.8
Director of Admissions	6,450	6,963	7.9
Director of Alumni Services	5,380	5,900	9.6
Director of Athletics	7,067	7,800	10.3
Director of Extension	7,233	7,583	4.8
Director of Field Services	7,938	8,263	4.0
Director of Health Services	7,625	8,100	6.2
Director of Housing	6,075	6,700	10.2
Director of Information Services	5,700	6,250	9.6
Director of Physical Plant	5,925	6,550	10.5
Director of Placement	7,458	8,125	8.9
Director of Public Relations	6,850	7,350	7.2
Director of Research	6,825	7,425	8.7
Director of Residence Halls	4,333	4,967	14.6
Director of Student Union	5,350	5,775	7.9
Director of Teacher Education	8,383	9,167	9.3
Head Librarian	6,227	6,736	8.1
Librarian (other than head)	5,753	6,282	9.1
Nurse	4,823	5,071	5.1
Student Counselor	4,927	5,353	8.6
Principal of Laboratory School	7,840	8,287	5.7
Superintendent of Laboroatory Sch.	7,900	8,275	4.7
Unclassified and Miscellaneous	5,848	6,233	6.5

TABLE XIII

MEAN SALARY FOR THE 1959-60 ACADEMIC YEAR FOR TOTAL FACULTY ACCORDING TO DUTY ASSIGNMENT AND PROFESSORIAL RANK AND PERCENTAGE OF FACULTY IN EACH CLASSIFICATION (rounded to nearest 1%)

Institution	Duty	Professorial Rank										Total	
		Prof.		Assoc.		Ass't.		Instr.		No Rank			
		%	Salary	%	Salary	%	Salary	%	Salary	%	Salary	%	Salary
12	11	10	9387	18	8131	25	7088	21	6072		4900	74	7358
	21	8	9911				5600					9	9684
	22			1	8450							1	8450
	32	4	10413	1	7650	4	7163	5	5158	3	6267	16	7094
	Total	22	9747	19	8123	29	7074	26	5883	3	6071	100	7524
72	11	13	9356	13	8653	40	8253	17	7646			83	8362
	21					2	8900					2	8900
	22			2	9067			1	7200			3	8600
	32	1	9300	1	8400	8	8491	2	8233	1	14300	13	8856
	Total	14	9350	16	8696	50	8317	20	7693	1	14300	100	8442
58	11	10	8625	18	7556	27	6679	20	5974	1	5500	76	6955
	21	5	9147	1	7650		7000		6700			6	8687
	22			1	7950	1	7100	1	6167			2	6943
	32	2	9229	2	8043	4	6544	3	5720	4	7700	15	7242
	Total	17	8843	22	7614	32	6671	24	5960	5	7333	100	7111
69	11	6	8283	17	7397	28	6812	25	5618		4700	77	6654
	21	8	9194		8500	1	8167		5900			10	8857
	22	2	9275	1	8550						8600	3	8971
	32	1	9200			4	7113	2	5975	2	8275	9	7447
	Total	17	8891	19	7487	34	6906	27	5648	3	7733	100	7034
36	11	10	8564	12	7715	31	7017	20	6125		2700	73	7076
	21					1	7800	1	5550			3	6800
	22	6	9390	1	7975	1	7220	1	6533			10	8630
	32	4	9685	2	8300	6	6825	2	6117	2	5483	15	7486
	Total	20	9040	15	7804	40	7025	24	6111	2	5086	100	7279
84	11	8	8873	9	7687	41	6620	15	5686	2	5700	75	6767
	21	4	9154	2	7867	2	6700	1	5200			8	7982
	22	1	9250		8300		6700				7000	1	8100
	32	1	6100			1	6720	1	5800	11	6508	15	6443
	Total	13	8847	11	7732	45	6627	17	5679	14	6383	100	6838
10	11	11	8674	19	7382	29	6424	12	5416			71	6874
	21	6	9029			1	6333					7	8625
	22			2	6950						5000	3	6671
	32	2	8920		7700	2	6500			15	5525	19	6006
	Total	20	8811	21	7343	32	6426	12	5416	15	5512	100	6831
63	11	19	8758	21	7719	37	6749	11	5717			88	7292
	21	1	8175						5600			2	7660
	22		7600		7700							1	7650
	32									9	7228	9	7228
	Total	21	8698	21	7719	37	6749	11	5713	9	7228	100	7295
26	11	5	6922	20	6083	33	5524	20	4969	1	7300	79	5631
	21	6	7818	1	6500	1	5700	1	3600			8	7167
	22	3	7680	1	6300			1	5100			4	7114
	32	3	8083	3	6480	2	6075	1	4400			9	6850
	Total	17	7587	24	6144	37	5563	21	4921	1	7300	100	5929

TABLE XIII(Con't.)

Institution	Duty	Professorial Rank										Total	
		Prof.		Assoc.		Ass't.		Instr.		No Rank			
		%	Salary	%	Salary	%	Salary	%	Salary	%	Salary	%	Salary
53	11	11	7156	10	6550	33	5940	28	5170			81	5916
	21	1	7100	1	6400	1	5900	1	5300			4	6283
	22	1	6950	1	7350	1	5500	1	5250			5	6371
	32	1	9550	2	6400	3	5880	3	4925			10	6243
	Total	15	7350	14	6600	38	5925	33	5155			100	5985
55	11	10	7056	14	6292	34	5727	22	4925			80	5772
	21	2	7633	1	6100	1	5500	1	3800			4	6257
	22	5	7340	1	6850	2	5000	3	4700			11	6280
	32	2	8475	1	6700	1	5500	2	5067	1	6100	5	6740
	Total	19	7349	16	6337	37	5685	27	4888	1	6100	100	5899
09	11	13	9413	17	7868	39	6547	16	4955			83	6950
	21	1	9000			1	5700					2	7350
	22	2	9100	1	7300			1	4100			3	7400
	32	5	10371	2	6750	4	6300	1	4100			12	8113
	Total	20	9631	20	7756	43	6509	17	4877			100	7106
05	11	13	9091	16	7730	29	6822	15	5797			73	7217
	21		10200	1	8500		7900		5700			2	8160
	22	2	8000	2	8183	4	7000	3	5750			11	7039
	32	4	10522	1	10500	4	7027	2	5100	4	7470	14	7924
	Total	19	9292	20	7926	37	6876	21	5723	4	7470	100	7318
32	11	11	9411	15	7740	46	6574	9	5526			81	7051
	21	1	8850	1	8350	2	7275	1	5067			4	7187
	22	1	8800		6600		6700		5600			2	7300
	32		9400			3	6830	1	5360	8	9032	13	8123
	Total	12	9355	16	7742	52	6620	12	5473	8	9032	100	7198
74	11	10	8633	12	7490	33	6804	27	6052			81	6890
	21					1	7500			3	5400	5	5925
	22	1	8000							2	5850	3	6567
	32									11	6922	11	6922
	Total	12	8570	12	7490	34	6828	27	6052	16	6443	100	6837
14	11	9	8300	13	7638	24	6764	37	6178	2	4580	86	6752
	21	1	8400		7400			1	5550			3	7283
	22	1	8750		7400	2	6950		6600			4	7413
	32		8300				7500	4	5475	3	4317	7	5344
	Total	12	8346	14	7623	27	6790	42	6108	5	4436	100	6687
22	11	9	7963	9	7625	22	6810	19	6200	6	4340	64	6690
	21	8	8486	4	8000	3	6800	1	5400			17	7813
	22	1	8800	1	7400	3	6767	1	6300			7	7133
	32	2	9400	6	7280	2	6900			2	5700	12	7309
	Total	20	8372	20	7600	31	6811	21	6163	8	4729	100	6982
95	11	10	7988	16	7475	19	6816	26	6007	6	4610	77	6669
	21	5	8722	1	8000	1	7500	1	6600	1	5600	8	8169
	22					1	7500			1	4600	2	6533
	32	2	8500	1	7900					12	6295	14	6638
	Total	17	8269	18	7507	20	6874	26	6020	19	5694	100	6776
19	11	13	8360	11	7700	22	6882	26	6240	1	4700	74	6995
	21	3	8000			4	6600					7	7160
	22	3	8600	3	7400	1	7200			8	7217	14	7500
	32									5	7675	5	7675
	Total	18	8343	13	7640	28	6857	26	6240	14	7155	100	7114

TABLE XIII (Con't.)

Institution	Duty	Professorial Rank										Total	
		Prof.		Assoc.		Ass't.		Instr.		No Rank			
		%	Salary	%	Salary	%	Salary	%	Salary	%	Salary	%	Salary
02	11	4	6100	26	5828	29	5275	7	4820			67	5496
	21	6	6425			4	5533					10	6043
	22	4	6400	3	6150	1	6200			1	4800	10	6071
	32	1	7500	1	4800			1	6000	9	5733	13	5856
	Total	16	6427	30	5810	35	5346	9	5017	10	5600	100	5657
70	11	4	6975	28	6404	35	5897	5	5420			72	6120
	21	8	7138			3	6433			1	5400	12	6817
	22	1	7200			2	5850			1	4500	4	5850
	32	1	8000							11	6418	12	6550
	Total	14	7157	28	6404	40	5936	5	5420	13	6192	100	6247
31	11	2	6000	25	5879	44	5492	4	4750			74	5598
	21	11	6283			2	5700					12	6200
	22	4	6750			4	5150					7	5950
	32	4	8800			4	6050					7	7425
	Total	19	6800	25	5879	53	5513	4	4750			100	5825
13	11	8	6267	17	6600	32	5696	21	5575			78	5917
	21	4	6533	1	6600	4	5867					9	6257
	22	1	6400	1	5300							3	5850
	32	5	7750	4	5800	1	5600					10	6750
	Total	18	6757	23	6394	38	5710	21	5575			100	6032
08	11									80	5952	80	5952
	22									14	5720	14	5720
	32									6	6750	6	6750
	Total									100	5964	100	5964
28	11									81	5450	81	5450
	21									4	5200	4	5200
	22									11	4617	11	4617
	32									4	6300	4	6300
	Total									100	5380	100	5380
46	11	5	6525	15	6200	35	5658	1	5000			56	5859
	21	6	7200	3	6333	13	5682	5	4950			26	5970
	22	2	6950	2	6300			1	4600			6	6220
	32					1	4900	1	4400	10	6711	13	6336
	Total	13	6909	20	6233	49	5647	8	4829	10	6711	100	5968
51	11							63	5579			63	5579
	21							7	5400			7	5400
	22							10	5100			10	5100
	32							20	5767			20	5767
	Total							100	5557			100	5557
15	11									72	5508	72	5508
	21									12	5850	12	5850
	22									6	5833	6	5833
	32									10	6940	10	6940
	Total									100	5712	100	5712
20	11	2	6200	20	5613	29	5750	24	4740			76	5403
	21	2	6700									2	6700
	22							2	4800			2	4800
	32									20	6013	20	6013
	Total	5	6450	20	5613	29	5750	27	4745	20	6013	100	5539

TABLE XIII(Con't.)

Institution	Duty	Professorial Rank										Total	
		Prof.		Assoc.		Ass't.		Instr.		No Rank			
		%	Salary	%	Salary	%	Salary	%	Salary	%	Salary	%	Salary
83	11	14	8433	29	7526	24	6554	18	5637			85	7003
	21					3	6967					3	6967
	22	4	8900	2	7250	1	6300	2	6050			8	7611
	32	2	9300							2	9350	4	9325
	Total	20	8605	31	7509	28	6587	20	5676	2	9350	100	7140
73	11	13	8614	24	7785	25	6754	22	6063	3	5167	86	7093
	22			2	7450	4	6600	1	6400	1	5800	7	6688
	32	4	9275			1	6400	1	5200	1	4200	6	7557
	Total	16	8761	26	7762	30	6724	23	6042	5	5100	100	7093
50	11	16	6329	13	7667	34	6497	12	5783			75	6972
	21	2	7800	4	7900	1	6600	1	5900			9	7463
	22	2	9100	2	8200	1	6600					6	8240
	32	3	10300	1	6900	3	5933	2	5450			10	7389
	Total	24	8633	21	7732	39	6454	16	5743			100	7129
54	11	8	7800	17	7479	25	6707	16	6178	4	5575	69	6839
	21	6	8400	8	7378	1	6800	1	6700			16	7706
	22			3	7900	1	6300	3	5833			6	6786
	32	5	9117			2	7150	1	6000	1	12700	9	8770
	Total	19	8350	27	7490	29	6724	20	6148	4	7000	100	7142
45	11	5	7833	25	7071	17	6711	20	5805	2	5150	69	6630
	21	6	8914	5	7733	2	7150					13	8607
	22	4	8500	1	7800	2	6150	5	5867	1	5100	13	6743
	32	2	8900			1	6400			2	12000	5	9640
	Total	17	8484	32	7206	22	6688	25	5818	5	7880	100	6993
35	11	17	8643	22	7367	28	6565	16	6092			83	7115
	21					1	6600					1	6600
	22	1	8800	5	7725	1	5800					7	7583
	32	4	9233			1	6200	1	5600	2	8400	9	8043
	Total	22	8750	27	7432	32	6523	17	6057	2	8400	100	7222
06	11	6	7633	19	7274	25	6544	20	5905			69	6653
	21	10	8420	7	7386	1	7100					18	7944
	22			1	7600							1	7600
	32	5	9740	2	7450	3	6567	2	6150			12	7967
	Total	21	8510	29	7324	29	6566	22	5927			100	7049
16	11	5	8400	20	7529	12	6670	25	5957	5	5400	66	6696
	21	8	8857	1	7300	5	7250					14	8192
	22	1	8900					2	6700			4	7433
	32	5	9825	2	8250	4	6867	1	5600	5	4025	16	7007
	Total	19	8988	24	7590	20	6841	28	6004	9	4713	100	6985
24	11	15	8213	20	7132	31	6691	15	6041	2	5800	83	6924
	21			2	7800	2	6950					4	7375
	22	2	7850	1	7200	2	7000	1	6000			5	7150
	32	2	9550			1	6200	4	5750	2	9500	8	7478
	Total	18	8310	23	7188	35	6708	20	5986	4	7650	100	6998
Grand Total	11	10	8497	16	7350	30	6569	18	5803	3	5432	77	6760
	21	3	8554	1	7561	1	6708	1	5382		5592	6	7636
	22	1	8376	1	7580	1	6608	1	5709	1	5807	5	7115
	32	2	9347	1	7447	2	6812	2	5592	5	6830	12	7144
	Total	17	8603	19	7378	35	6592	21	5773	8	6262	100	6880

TABLE XIV

MEAN SALARY OF TOTAL FACULTY FOR ACADEMIC YEAR 1959-60 ACCORDING TO AMOUNT OF ACADEMIC TRAINING WITH PERCENT OF FACULTY IN EACH GROUP

(Institutions arranged in order of salary for total)

Institution	Academic Training												Total	
	Ph. D.		MA+60		MA+30-59		MA+0-29		BA		No Deg.			
	%	Mean	%	Mean	%	Mean	%	Mean	%	Mean	%	Mean	%	Mean
[illegible]	42	8745	8	8667	15	8050	34	8173	1	9100			100	8442
12	53	8554	6	7050	14	7029	26	5902	1	5400			100	7524
05	44	7838	8	7641	18	7520	25	6540	4	5382	1	5200	100	7318
63	48	8054	1	6650	22	6928	27	6303	2	6500			100	7295
36	40	8289	9	6950	25	7029	24	6199	2	5313			100	7279
35	40	7894	14	7373	12	6840	32	6623	2	5000			100	7222
32	27	8371	7	6904	14	7341	43	6766	9	5888		5800	100	7198
54	30	7912	14	7119	16	7128	32	6773	7	5913	1	5100	100	7142
83	36	7713	8	6822	13	7464	38	6771	4	5675	1	4700	100	7140
50	25	8041	7	7000	10	7556	57	6712	1	5300			100	7129
19	34	7962	15	7100	8	7033	39	6597	4	5167			100	7114
58	48	7923	9	7044	13	6683	26	6111	4	5400		5000	100	7111
09	30	8811	9	7025	11	6643	42	6456	8	4890			100	7106
73	27	7850	13	6886	17	7489	35	6782	8	5400			100	7093
06	28	7846	18	6822	9	6378	41	6824	4	6350			100	7049
69	44	7928	4	6833	21	6879	30	5925	1	4800			100	7034
24	28	7787	9	6880	10	6945	46	6698	6	5700	1	7400	100	6998
45	17	8253	14	7144	25	7075	30	6206	14	6813			100	6993
16	31	8050	19	7350	7	6867	34	6486	9	4688			100	6985
22	36	7944	9	7338	12	6873	34	6458	9	4963			100	6982
84	41	7792	14	6567	19	6649	25	5640	1	5200			100	6838
74	28	7783	14	6917	21	7033	31	6022	6	5800			100	6837
10	32	8108	14	6868	15	6702	32	5909	6	5476	1	4900	100	6831
95	37	7867	11	6747	9	6693	30	6214	12	5075	1	4100	100	6776
14	35	7606	3	6750	13	6707	44	6193	5	4436			100	6687
70	23	7005	10	6490	3	6200	52	6114	12	5233			100	6247
13	26	6625	4	5800	12	6000	53	5834	5	5350			100	6032
53	23	7052	11	6138	11	5869	47	5684	7	4700	1	4650	100	5985
46	34	6680	9	5963	13	5800	41	5503	3	5067			100	5968
08	22	6825	6	5700	6	5450	58	5824	8	5167			100	5964
26	32	6891	10	5939	10	5653	42	5343	6	5345			100	5929
55	36	6723	7	5754	12	5614	39	5397	6	4890			100	5899
31	14	7175	9	5900	5	5800	67	5613	5	4800			100	5825
15	16	6875	16	5975	8	5925	48	5496	12	4533			100	5712
02	22	6827	3	6150	7	5380	61	5338	7	4900			100	5657
51	23	5743	10	5400	10	5133	50	5560	7	5750			100	5557
20	12	6340	12	5480	5	4900	59	5588	12	4820			100	5539
28	7	6175	7	5400	69	5473	15	4800	2	3300			100	5380
Total	35	7872	9	6824	15	6843	36	6174	5	5371		4929	100	6880

Figure 9: Distribution of the Total Faculties of all Institutions According to Amount of Academic Training

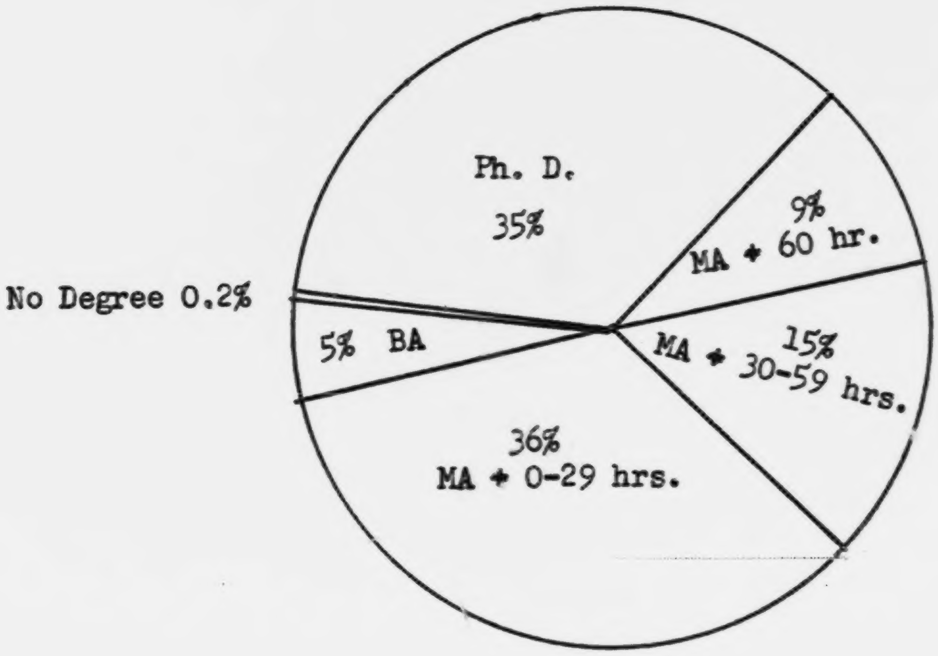


Figure 10: Mean Salary of the Total Faculties of All the Institutions for the Academic Year 1959-60 According to Amount of Academic Training

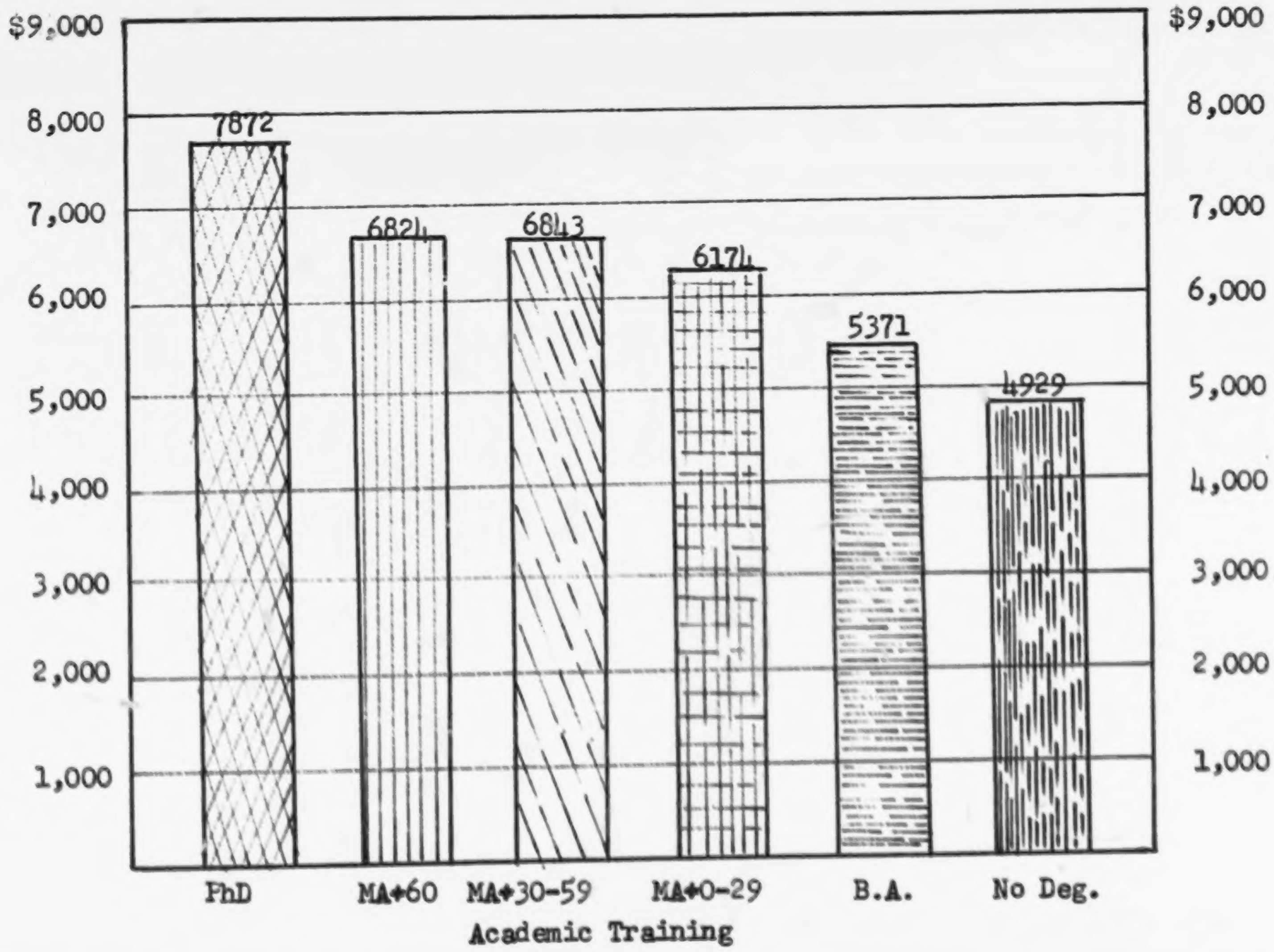


TABLE XV

NUMBER OF FACULTY MEMBERS (Men and Women Tabulated Separately) AND MEAN SALARY FOR 1959-60 ACADEMIC YEAR FOR ALL INSTITUTIONS COMBINED ACCORDING TO PROFESSORIAL RANK AND AMOUNT OF ACADEMIC TRAINING WITH PERCENTAGE DISTRIBUTION ACCORDING TO RANK AND TRAINING

Training		Professorial Rank										Total		% of Total
		Prof.		Assoc.		Ass't.		Instr.		No Rank				
		No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	
MEN	1	676	8723	530	7541	352	6670	10	5990	76	8961	1644	7897	43.0
	2	25	8016	96	7286	222	6526	30	5627	23	6822	396	6753	10.3
	3	23	7974	83	7423	300	6669	61	5900	21	6833	488	6769	12.7
	4	33	7830	103	6969	386	6376	514	5831	127	6116	1163	6201	30.4
	5	3	9133	5	7100	14	6143	54	5344	57	5705	133	5735	3.5
	6									2	4850	2	4850	0.1
Total		760	8640	817	7424	1274	6550	669	5791	306	6840	3826	7042	100.0
% of Total		19.9		21.3		33.3		17.5		8.0				100.0
WOMEN	1	131	8493	96	7397	57	6767	3	5600	10	7000	297	7728	17.3
	2	10	8250	28	7321	62	6965	8	5875	3	6333	111	7075	6.5
	3	11	8282	53	7249	218	6965	22	6027	12	5992	316	6956	18.5
	4	13	8085	63	6906	300	6439	371	5845	70	5339	817	6137	47.8
	5			2	6700	18	5772	68	5156	69	4738	157	5062	9.2
	6					1	7400	5	5160	6	4350	12	4942	0.7
Total		165	8432	242	7222	656	6675	477	5747	170	5221	1710	6519	100.0
% of Total		9.6		14.2		38.4		27.9		9.9				100.0

Code for Academic Training:

1	Ph. D.
2	MA + 60 hours
3	MA + 30-59 hours
4	MA + 0-29 hours
5	BA
6	No Degree

Figure 11: Academic Training of the Men and Women of the Combined Faculties in All Institutions

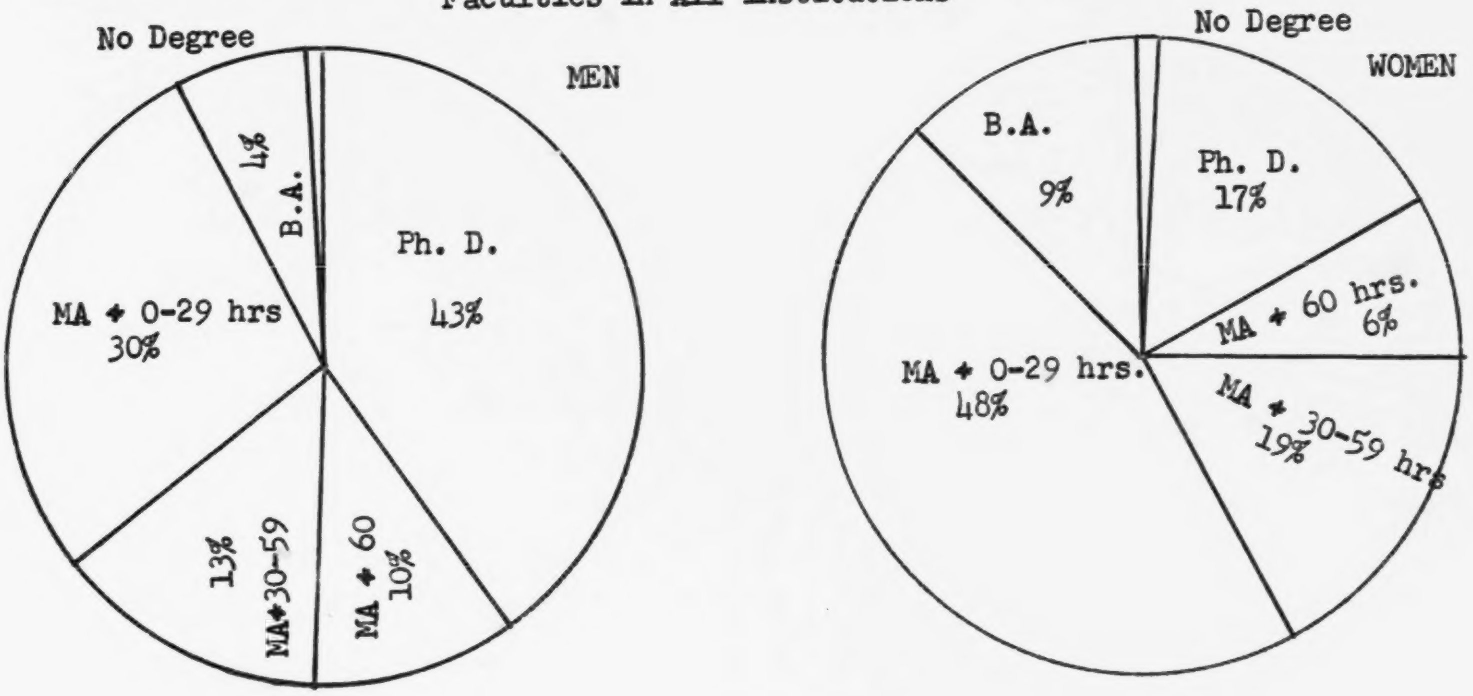


Figure 12: Mean Salary for All Men and All Women in All Institutions for the 1959-60 Academic Year According to Amount of Academic Training

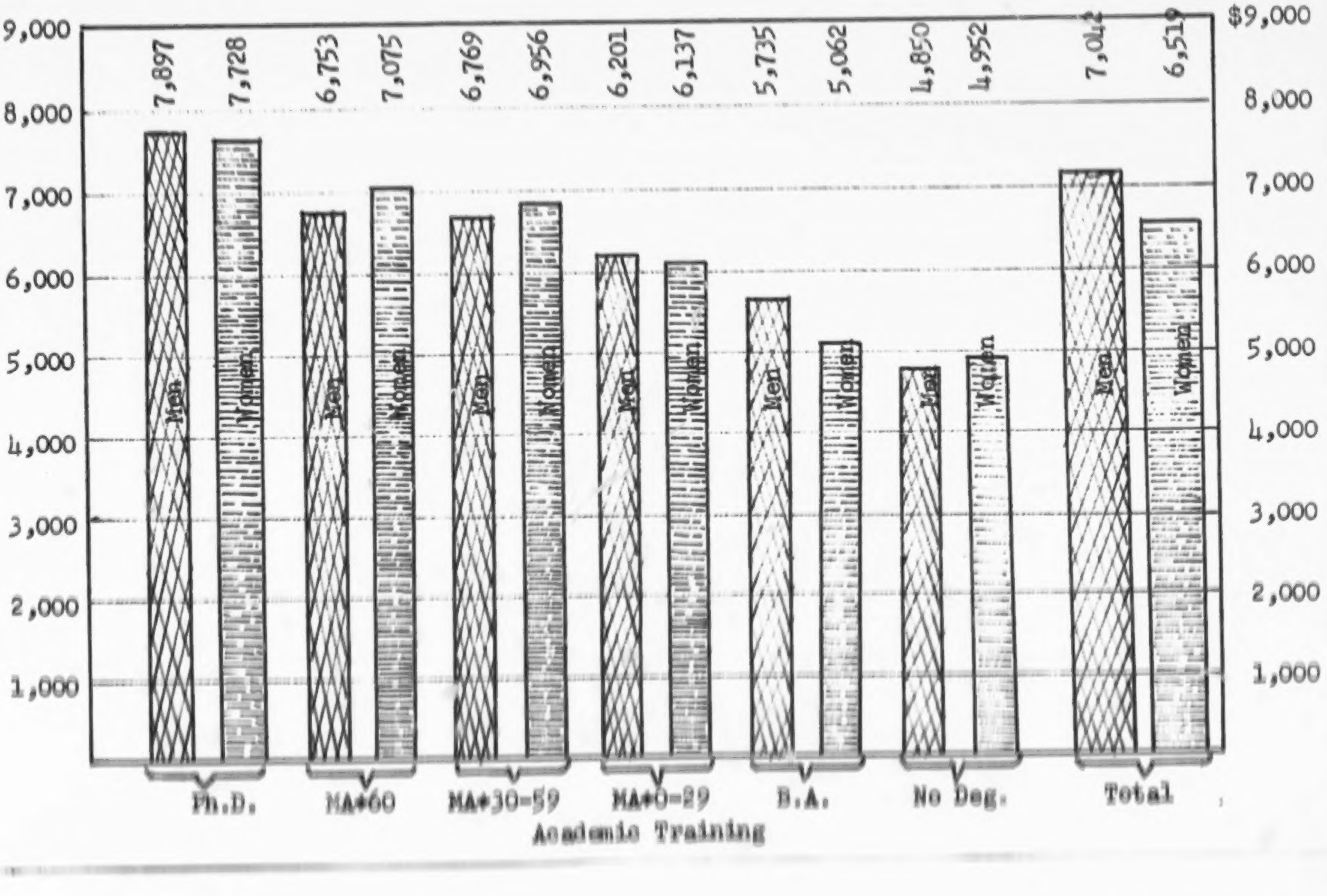


TABLE XVI

PERCENTAGE DISTRIBUTION OF FACULTY ACCORDING TO MEN AND WOMEN WITH MEAN SALARY FOR ACADEMIC YEAR 1959-60

Institution	Instructional Faculty				Non-Instruct. Faculty				Total Faculty			
	Men		Women		Men		Women		Men		Women	
	%	$	%	$	%	$	%	$	%	$	%	$
12	60	7823	23	7052	11	7500	6	6283	71	7774	29	6908
72	54	8403	34	8300	8	9333	4	7900	62	8528	38	8300
58	61	7170	24	6875	8	8137	7	6168	69	7287	31	6715
69	70	7104	21	6621	5	8260	4	6544	75	7180	25	6608
36	47	7391	38	7443	9	8235	6	6325	56	7527	44	6964
84	63	6985	22	6687	9	6743	6	6014	72	6955	28	6540
10	59	7145	22	6717	12	6676	7	4739	71	7062	29	6260
63	59	7430	32	7062	7	7616	2	6000	66	7449	34	6992
26	67	6007	24	5370	8	6907	1	6000	75	6107	25	5384
53	66	6094	24	5589	5	7143	5	5343	71	6166	29	5548
55	73	6044	21	5185	5	6878	1	5500	78	6097	22	5193
09	61	7282	27	6283	8	8870	4	6600	69	7463	31	6322
05	62	7252	24	7123	12	8345	2	5750	74	7431	26	7000
32	57	7209	30	6787	9	8697	4	6754	66	7413	34	6783
74	65	6896	24	6643	8	7400	3	5250	73	6952	27	6522
14	66	6887	27	6568	3	5829	4	4967	69	6837	31	6356
22	56	7036	32	6766	8	7675	4	6333	64	7124	36	6725
95	61	6974	25	6374	10	7100	4	5250	71	6993	29	6237
19	59	7162	36	6952	3	10250	2	5100	62	7294	38	6824
02	52	5867	35	5267	10	5971	3	5450	62	5884	38	5281
70	54	6417	34	5864	7	7543	5	5160	61	6548	39	5771
31	61	5934	32	5256	7	7425			68	6087	32	5256
13	64	5943	26	5965	7	7117	3	5650	71	6071	29	5936
08	69	6032	25	5600	6	6750			75	6085	25	5600
28	56	5540	41	5077	3	6300			59	5588	41	5077
46	67	5956	20	5783	10	6756	3	4450	77	6062	23	5650
51	43	5738	37	5227	17	5880	3	5200	60	5778	40	5225
15	50	5928	40	5135	8	7000	2	6700	58	6076	42	5210
20	71	5472	10	5075	17	6286	2	4100	88	5631	12	4880
83	69	7218	27	6641	2	12050	2	6600	71	7345	29	6639
73	62	7148	32	6891	4	9286	2	6867	66	7199	34	6889
50	54	7158	36	7013	7	7550	3	7067	61	7202	39	7017
54	66	7127	25	6621	7	9288	2	6700	73	7335	27	6626
45	74	7007	22	6392	4	9640			78	7159	22	6392
35	72	7153	20	7119	5	12425	3	5200	77	7487	23	6816
06	60	6949	28	6871	8	8513	4	6875	68	7130	32	6872
16	56	7181	27	6561	12	6120	5	6975	68	6998	32	6622
24	66	6988	25	6871	5	8780	4	5850	71	7103	29	6744
Total	61	6958	27	6592	8	7694	4	5999	69	7042	31	6519

Figure 13: Distribution of Total Instructional Faculties of All Institutions According to Professorial Rank

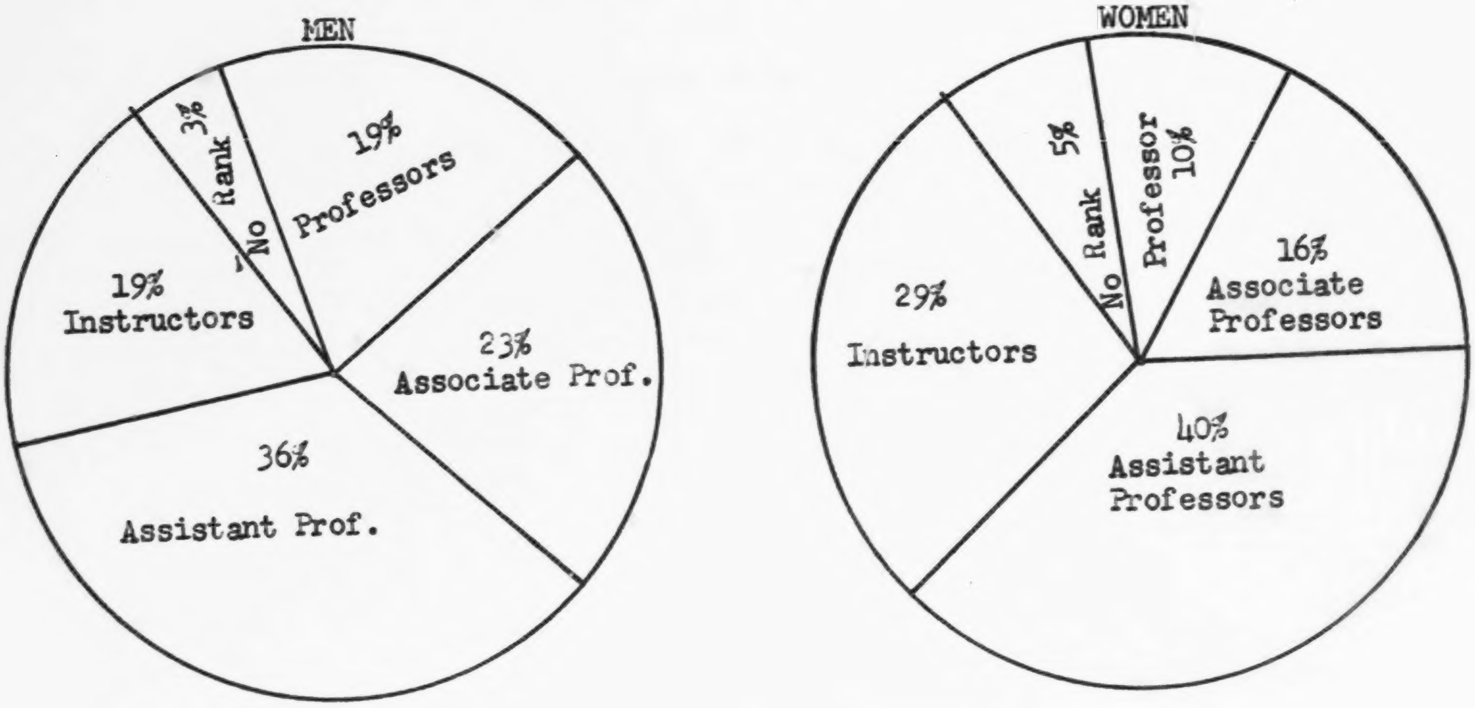


Figure 14: Mean Salary for 1959-60 Academic Year for Instructional Faculty According to Professorial Rank

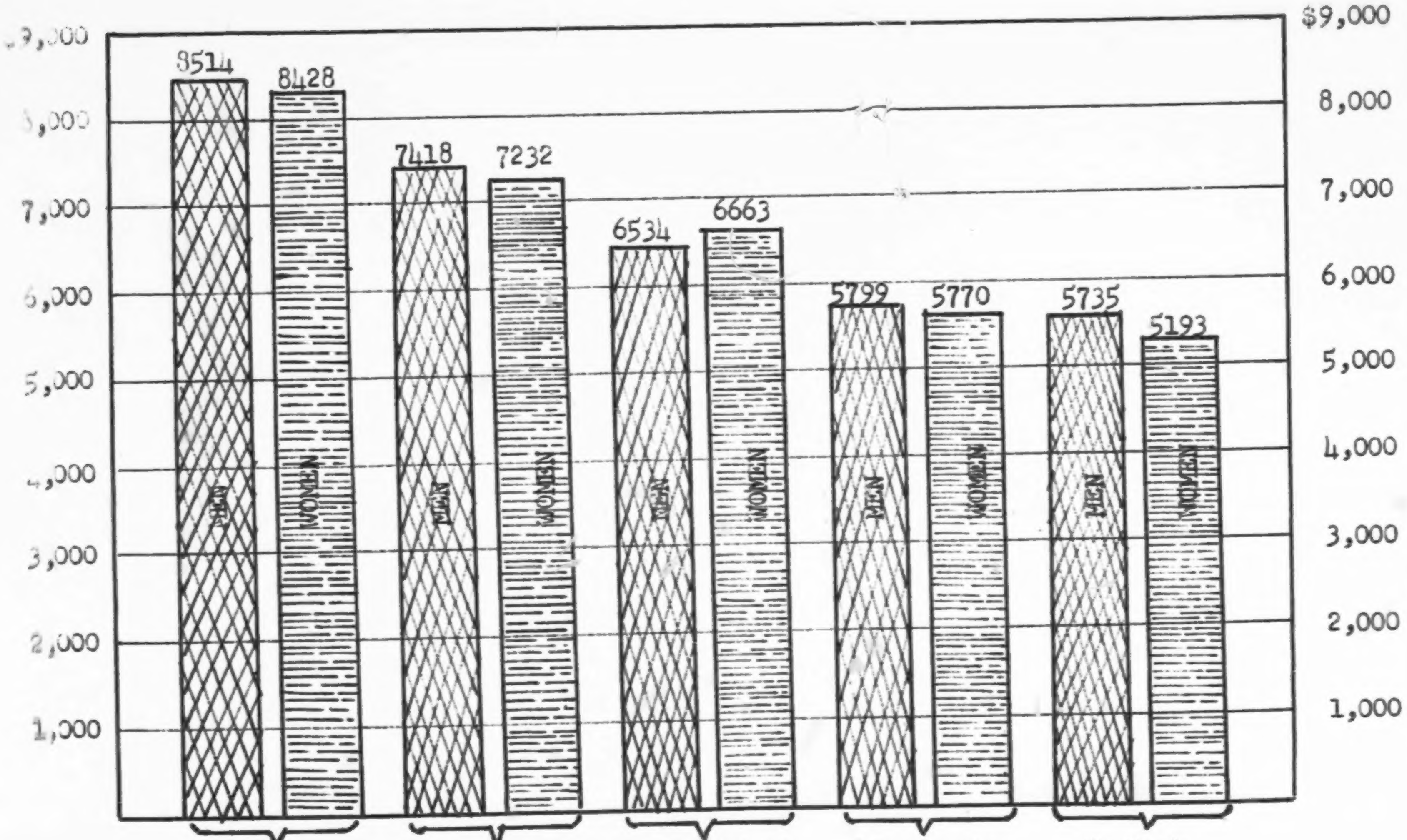


TABLE XVI-a

TOTAL FACULTIES OF ALL INSTITUTIONS DISTRIBUTED ACCORDING TO DUTY ASSIGNMENT AND CONTRACT PERIOD

Duty Assignment	Contract Period								Total	
	9 Months		10 Months		11 Months		12 Months			
	No.	%	No.	%	No.	%	No.	%	No.	%
11	4074	73.5	42	0.7	84	1.5	50	0.9	4250	76.7
21	237	4.2	4		72	1.3	54	0.9	367	6.6
22	125	2.2	2		34	0.6	107	1.9	268	4.8
32	141	2.5	30	0.5	22	0.3	458	8.2	651	11.7
Total	4577	82.6	78	1.4	2.2	3.8	669	12.0	5536	99.8

Figure 15: Distribution of Total Faculties in All Institutions According to Duty Assignment for 9- and 12-Months Contracts

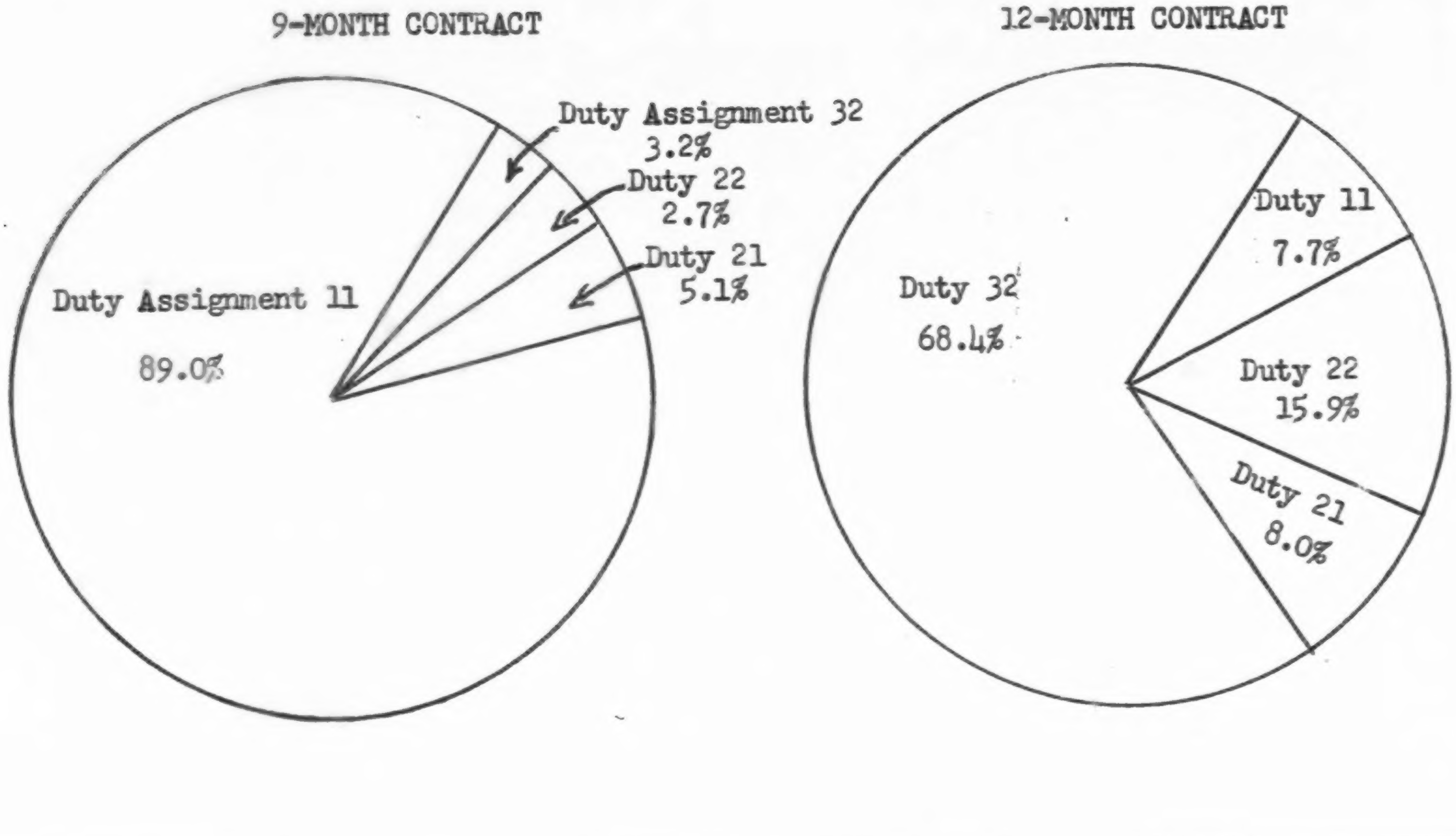


Figure 16: The Contract Period of the Faculties in All Institutions According to Duty Assignment

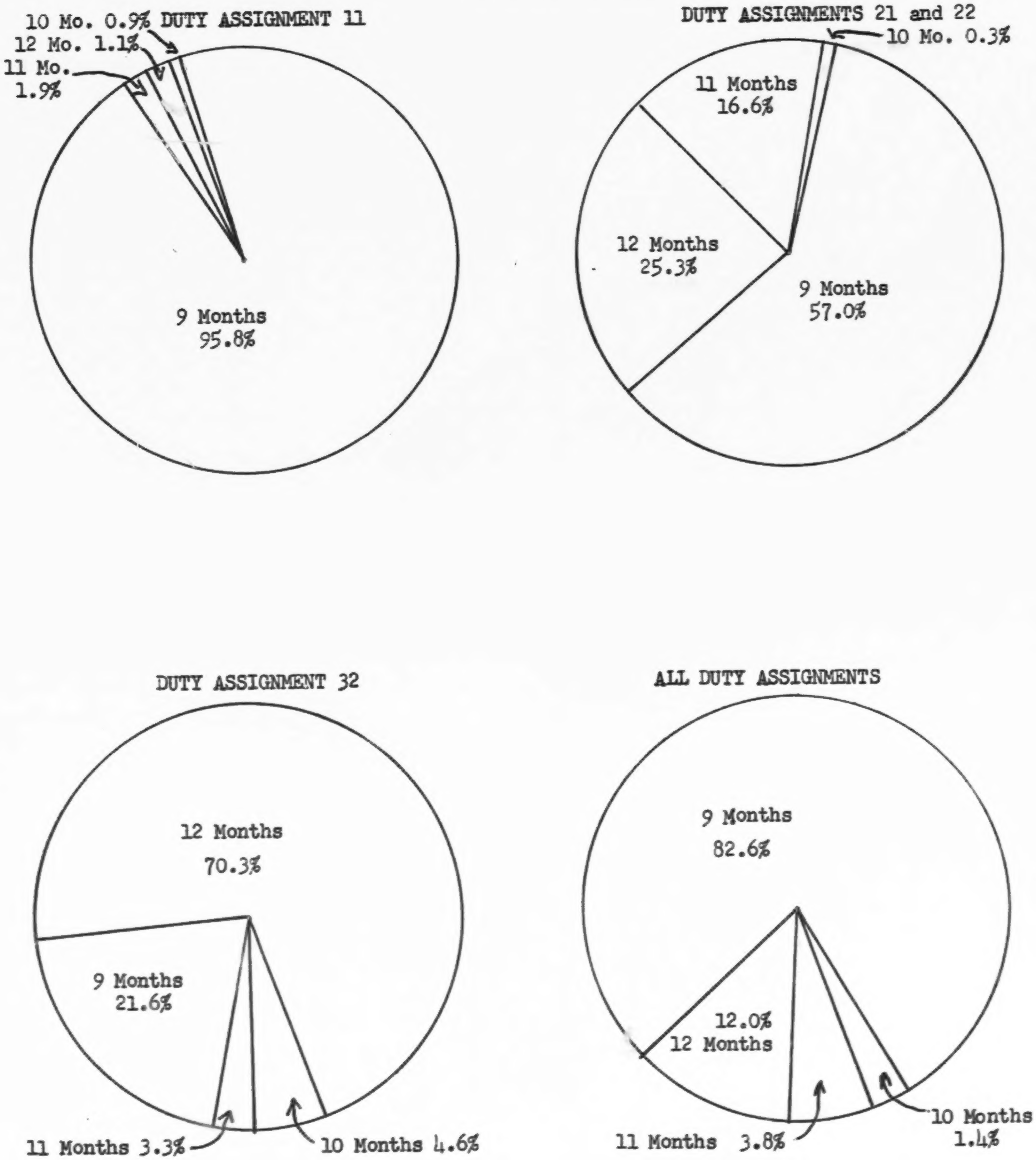


TABLE XVII

PERCENT OF INSTRUCTIONAL FACULTY LOCATED IN EACH PROFESSORIAL RANK

State and Institution	Professorial Rank				
	Professors	Assoc. Prof.	Ass't. Prof.	Instructors	No Rank
68	18	20	36	25	1
12	22	22	30	25	1
72	14	18	48	20	
58	18	24	33	24	1
69	17	21	33	28	1
36	19	15	40	26	0.3
76	17	19	45	17	2
84	14	13	52	18	3
10	22	26	37	15	0.4
82	23	23	41	13	
67	16	18	38	27	1
26	15	23	38	23	1
53	15	13	39	33	
55	18	17	39	26	
65	16	20	48	16	
09	17	20	44	19	
05	18	22	38	22	
32	14	18	56	12	
93	16	16	29	33	6
74	13	13	38	30	6
14	12	15	28	42	3
22	20	17	33	24	6
95	17	20	24	31	8
19	19	14	29	28	10
56	16	28	45	10	1
02	17	33	40	8	2
70	15	32	45	6	2
31	17	26	53	4	
13	14	22	41	23	
90					100
08					100
28					100
37	7	15	30	23	25
46	14	23	55	8	
51				100	
15					100
20	6	24	37	33	
77	17	29	30	22	2
83	19	32	29	20	
73	13	28	31	24	4
50	22	23	40	15	
54	15	30	30	21	4
45	16	33	22	26	3
35	20	30	33	17	
06	18	30	29	23	
16	17	25	20	32	6
24	18	25	37	18	2
Total	17	21	37	21	4

TABLE XVIII

NUMBER OF INSTRUCTIONAL FACULTY AND MEAN SALARY FOR ACADEMIC YEAR 1959-60 ACCORDING TO PROFESSORIAL RANK AND AMOUNT OF ACADEMIC TRAINING

(Department Heads Included)

Institution	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof.		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
12												
1. Ph.D.	41	9617	41	8146	23	6996					105	8469
2. MA+60					11	7055					11	7055
3. MA+30-59					22	7159	7	6386			29	6972
4. MA+0-29					1	6500	39	6015			40	6028
5. B.A.									1	4900	1	4900
6. No Degree												
Total	41	9617	41	8146	57	7061	46	6072	1	4900	186	7608
72												
1	18	9356	21	8690	17	8171					56	8746
2			1	9100	8	8275					9	8367
3					16	8181	2	6900			18	8039
4					19	8479	23	7691			42	8048
Total	18	9356	22	8709	60	8285	25	7628			125	8382
58												
1	52	8788	65	7552	32	6681	1	6300			150	7787
2	1	9000	4	7625	21	6686	1	6300			27	6896
3			2	7750	34	6732	4	6050			40	6715
4			1	8300	12	6658	66	5989			79	6120
5					1	6100	2	5650	3	5500	6	5650
Total	53	8792	72	7572	100	6691	74	5992	3	5500	302	7087
69												
1	32	8863	36	7461	17	6576					85	7812
2					9	6833					9	6833
3			1	8300	31	7000	5	5800			37	6873
4			1	7600	4	7325	47	5604	1	8600	53	5828
5									1	4700	1	4700
Total	32	8863	38	7487	61	6879	52	5623	2	6650	185	6991
36												
1	54	8885	44	7730	17	6965					115	8159
2					28	7071	2	5900			30	6993
3			1	8100	66	7082	8	6388			75	7021
4					6	7017	65	6083			71	6162
5									1	2700	1	2700
Total	54	8885	45	7738	117	7059	75	6111	1	2700	292	7243
84												
1	41	8980	29	7814	56	6805	1	5200	1	7000	128	7720
2			5	7500	37	6527	1	5700	1	6600	44	6620
3			3	7533	46	6552	1	6500	1	6100	51	6600
4			1	7100	10	6300	49	5659	6	5483	66	5762
Total	41	8980	38	7732	149	9870	52	5667	9	5844	289	6908
10												
1	41	8878	20	7395	18	6667					79	7999
2	2	8500	14	7400	14	6443	3	5800			33	6915
3	3	8300	13	7377	18	6472	4	5675	1	5000	39	6795
4	2	8250	10	7080	31	6239	18	5478			61	6218
5							7	4943			7	4943
Total	48	8800	57	7337	81	6421	32	5416	1	5000	219	7027

TABLE XVIII (Con't)

Institution	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof.		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
63												
1	56	8730	42	7726	23	6848					121	8024
2			1	7700			1	5600			2	6650
3			12	7733	43	6865	3	5667			58	6983
4	2	7800	3	7566	35	6369	25	5684			65	6297
5							2	6200			2	6200
Total	58	8698	58	7719	101	6749	31	5713			248	7302
26												
1	21	7457	13	6785	14	5829	1	6300	1	7300	50	6800
2	1	7100	5	6000	11	5745					17	5900
3			10	5733	4	5575	2	5250			16	5631
4	3	7667	9	5633	29	5314	28	4925			69	5300
5			1	5600	3	5367	6	4650			10	4960
Total	25	7468	38	6100	61	5530	37	4935	1	7300	162	5838
53												
1	14	7343	7	6857	10	6280					31	6890
2	2	6450	3	6433	9	6067	2	5700			16	6138
3			2	6000	10	5790	2	5400			14	5764
4	4	6725	4	6875	21	5771	32	5306			61	5662
5			1	6000			7	4371			8	4575
Total	20	7130	17	6635	50	5930	43	5177			130	5958
55												
1	25	7324	21	6395	15	5847					61	6641
2	1	6200	2	6250	8	5738	2	5100			13	5754
3	4	6725	1	5500	12	5558	5	4880			22	5614
4	1	7100	5	6220	30	5647	33	4915			69	5359
5					2	5700	6	4583			8	4863
Total	31	7203	29	6324	67	5688	46	4876			173	5850
09												
1	17	9371	12	7858	3	6133					32	8500
2	1	9400	3	7767	5	6740	2	5700			11	7073
3	1	9100	4	7100	8	6213	1	5800			14	6643
4			4	8600	33	6636	14	5043			51	6353
5					1	5700	4	3850			5	4220
Total	19	9358	23	7843	50	6530	21	4914			113	6973
05												
1	32	8866	30	7520	35	6566	1	6200			98	7605
2	3	9133	5	8200	6	6583	5	5920			19	7237
3	4	10050	11	8264	18	7444	11	5909			44	7502
4			2	8900	23	7104	27	5689			52	6438
5					2	4600	4	5850			6	5433
Total	39	9008	48	7819	84	6856	48	5[illegible]88			219	7216
32												
1	33	9373	32	7550	16	6588					81	8102
2	1	9100	6	7850	15	6453	1	5800			23	6904
3	3	9067	4	8450	31	6832					38	7179
4	3	9500	13	7946	100	6576	11	5600			127	6701
5	1	9400			6	6417	22	5405			29	5752
6							1	5800			1	5800
Total	41	9354	55	7742	168	6608	35	5489			299	7062

TABLE XVIII (Con't)

Institution	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof.		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
74												
1	9	8533	7	7357	5	6660			1	6300	22	7632
2	1	8900			9	6867	2	6150			12	6917
3			3	7800	14	6857					17	7024
4					1	6900	19	6111	4	5400	24	6025
5							2	5400			2	5400
Total	10	8570	10	7490	29	6828	23	6052	5	5580	77	6827
14												
1	25	8348	30	7610	21	6686					76	7597
2					6	6750					6	6750
3			1	8000	24	6733	3	5800			28	6679
4					6	7300	81	6181			87	6259
5									5	4580	5	4580
Total	25	8348	31	7623	57	6777	84	6168	5	4580	202	6794
22												
1	14	8150	9	7833	4	7350					27	7926
2	2	8900	2	7550	4	6450					8	7338
3			2	7400	8	6825					10	6940
4					10	6710	18	6139			28	6343
5							1	6600	5	4340	6	4717
Total	16	8244	13	7723	26	6804	19	6163	5	4340	79	6937
95												
1	24	8358	28	7475	4	6525					56	7786
2	2	6850	1	8000	12	6725	2	6150			17	6747
3					10	7140	4	5925			14	6793
4					9	6933	36	6025	1	5600	46	6193
5							3	6000	11	4609	14	4907
Total	26	8242	29	7493	35	6874	45	6020	12	4692	147	6799
19												
1	13	8323	6	7600	5	6540					24	7771
2	1	8600	3	7500	5	6540			2	7150	11	7100
3			1	8300	4	6750			1	6900	6	7033
4					7	7371	20	6240	2	7750	29	6617
5									2	5650	2	5650
Total	14	8343	10	7640	21	6857	20	6240	7	6857	72	7083
02												
1	6	6700	7	6371							13	6523
2			2	6150							2	6150
3			1	5900	4	5250					5	5380
4	4	5750	10	5440	20	5365	2	5100	1	4800	37	5397
5							3	4633			3	4633
Total	10	6320	20	5860	24	5346	5	4820	1	4800	60	5627
70												
1	11	7118	9	6644							20	6905
2	1	7200	5	6320	2	6250					8	6413
3			3	6200							3	6200
4	1	6700	10	6290	34	5953	1	5200	1	5400	47	6013
5					3	5533	4	5475	1	4500	8	5375
Total	13	7092	27	6404	39	5936	5	5420	2	4950	86	6205
31												
1	4	6725	2	6450							6	6633
2	1	6200	2	5800	2	5850					5	5900
3	2	5950	1	5500							3	5800
4	2	6100	9	5811	24	5488	1	5000			36	5589
5					2	4950	1	4500			3	4800
Total	9	6356	14	5879	28	5475	2	4750			53	5704

TABLE XVIII (Con't)

Institution	Professorial Rank										Total	
	Prof.		Assoc.Prof.		Asst.Prof.		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
13												
1	6	6467	3	6533	7	6157					16	6344
2			1	6200			1	5100			2	5650
3	2	6250	3	5767	4	6050					9	6000
4	2	6125	8	6825	16	5444	12	5692			38	5850
5					1	5600	3	5267			4	5350
Total	10	6360	15	6513	28	5714	16	5575			69	5949
C8												
1									7	6714	7	6714
2									2	5700	2	5700
3									2	5450	2	5450
4									20	5820	20	5820
5									3	5167	3	5167
Total									34	5918	34	5918
28												
1									3	5967	3	5967
3									3	5267	3	5267
4									37	5473	37	5473
5									8	4800	8	4800
6									1	3300	1	3300
Total									52	5344	52	5344
46												
1	8	7125	9	6378	8	6000					25	6496
2	1	6700	1	6600	6	5733					8	5963
3	1	6200	3	6100	7	5614					11	5800
4	1	6100	5	5980	21	5533	5	4960			32	5531
5							1	4600			1	4600
Total	11	6909	18	6233	42	5664	6	4900			77	5916
51												
1							7	5743			7	5743
2							2	5500			2	5500
3							3	5133			3	5133
4							12	5458			12	5458
Total							24	5504			24	5504
15												
1									6	6733	6	6733
2									7	5886	7	5886
3									4	5925	4	5925
4									22	5382	22	5382
5									6	4533	6	4533
Total									45	5576	45	5576
20												
1	2	6450	2	6400							4	6425
2			3	5700			1	4000			4	5275
3			1	4300	1	5500					2	4900
4			2	5350	11	5773	5	4820			18	5461
5							5	4820			5	4820
Total	2	6450	8	5613	12	5750	11	4745			33	5424
83												
1	11	8545	19	7463	6	6867	1	6000			37	7649
2			2	7700	6	6650	1	6100			9	6822
3	4	8375	6	7767	2	6650	2	5550			14	7464
4	4	8650	6	7333	14	6493	15	5707			39	6541
5					2	6150	2	5200			4	5675
Total	19	8532	33	7509	30	6587	21	5676			103	7055

TABLE XVIII (Concluded)

Institution	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof.		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
73												
1	11	8627	8	7700	9	6622					28	7718
2			4	7925	8	6588	2	6000			14	6886
3	1	8300	12	7758	6	6817					19	7489
4	2	8700	5	7740	9	6922	19	6147			35	6720
5							4	5775	4	5325	8	5550
Total	14	8614	29	7762	32	6734	25	6076	4	5325	104	7344
50												
1	12	8292	2	7300	5	6380					19	7684
2	1	8300	1	7400	4	6575					6	7000
3	2	8350	4	8025	2	6450					8	7713
4	3	8633	11	7809	21	6524	12	5792			47	6772
Total	18	8356	18	7778	32	6503	12	5792			80	7100
54												
1	14	8093	9	7111	5	6700					28	7529
2	1	7000	7	7886	7	6486	1	6300			16	7119
3	1	8700	6	7667	7	6386	2	6400			16	7013
4			9	7444	11	6973	15	6233			35	6777
5					1	7300	3	5900	4	5575	8	5913
6							1	5100			1	5100
Total	16	8063	31	7490	31	6697	22	6155	4	5575	104	6986
45												
1	9	8322	7	7357							16	7900
2	6	8517	5	6920	3	6500	1	2700			15	7193
3	1	8600	11	7527	13	6808	3	6067			28	7075
4			9	6711	6	6533	18	5844			33	6206
5	1	8800	3	7633	1	6900	6	6133	3	5133	14	6486
Total	17	8435	35	7206	23	6700	28	5818	3	5133	106	6868
35												
1	12	8575	11	7200	7	6686					30	7630
2	1	8800	5	7620	3	6267	1	6300			10	7200
3	1	9000	2	7650	6	6417	1	5600			10	6840
4	1	9100	4	7725	9	6589	11	6118			25	6664
Total	15	8653	22	7432	25	6536	13	6092			75	7145
66												
1	15	8127	6	7467	4	6375					25	7688
2	1	8100	10	7060	7	6300					18	6822
3			4	7050	1	5900	3	5567			8	6350
4			6	7750	14	6800	15	6013			35	6626
5			1	7400			2	5600			3	6200
Total	16	8125	27	7315	26	6565	20	5905			89	6925
16												
1	11	8591	8	7363	4	6700	1	6500			24	7779
2	1	10000	6	7417	2	6450	3	5767			12	6308
3			2	7600			1	5700	1	6100	4	6750
4			2	8350	8	7000	16	6025			26	6504
5							2	6300	3	5167	5	5620
Total	12	8708	18	7517	14	6836	23	6022	4	5400	71	6980
24												
1	15	8160	8	6963	5	6240					28	7475
2			7	7000	3	6600					10	6880
3			5	7720	5	6460	1	5500			11	6945
4	3	8233	5	7280	24	6863	15	6107			47	6753
5							2	5800	2	5800	4	5800
6					1	7400					1	7400
Total	18	8172	25	7188	38	6721	18	6039	2	5800	101	6955

TABLE XIX

NUMBER OF INSTRUCTIONAL FACULTY AND MEAN SALARY FOR ACADEMIC YEAR 1959-60 ACCORDING TO PROFESSORIAL RANK AND AMOUNT OF ACADEMIC TRAINING

(Department Heads Not Included)

SUMMARY BY STATES

	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof.		Instr.		No Rank			
State	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
68												
1 Ph.D.	133	8864	201	7800	105	6998	1	6300			440	7927
2 MA+60	1	9000	5	7920	77	7061	3	6033			86	7098
3 MA+30-59			3	7867	168	7104	26	6268			197	7004
4 MA+0-29			1	7600	41	7585	240	6107	1	8600	283	6335
5 B.A.					1	6100	2	5650	6	4800	9	5133
6 No Degree												
Total	134	8865	210	7802	392	7115	272	6118	7	5343	1015	7209
76												
1	62	8802	48	7633	74	6772	1	5200	1	7000	186	7663
2	1	8400	19	7426	51	6504	4	5775	1	6600	76	6722
3	1	8100	16	7406	63	6525	5	5840	2	5550	87	6644
4	1	8000	10	6990	41	6254	67	5610	6	5483	125	5945
5							7	4943			7	4943
Total	65	8772	93	7483	229	6552	84	5571	10	5760	481	6844
82												
1	44	8577	42	7726	23	6848					109	7884
2							1	5600			1	5600
3			12	7733	43	6865	3	5667			58	6983
4	1	7600	3	7567	35	6540	25	5684			64	6270
5							2	6200			2	6200
Total	45	8556	57	7719	101	6749	31	5713			234	7195
67												
1	28	6982	36	6603	39	5951	1	6300	1	7300	105	6466
2	2	6250	10	6180	28	5846	4	5400			44	5900
3	2	6700	12	5708	26	5650	9	5078			49	5602
4	2	6950	18	6072	80	5559	92	5021			192	5364
5			2	5800	5	5500	19	4526			26	4812
Total	34	6921	78	6268	178	5702	125	4972	1	7300	416	5692
65												
1	51	8922	73	7562	54	6548	1	6200			179	7636
2	2	8600	13	7923	26	6538	8	5850			49	6878
3	2	9100	19	8058	57	6939	12	5900			90	7084
4	1	8400	19	8184	156	6667	52	5496			228	6534
5	1	9400			9	5933	30	5257			40	5513
6							1	5800			1	5800
Total	57	8916	124	7071	302	6664	104	5511			587	6912
93												
1	53	8157	74	7522	39	6715			1	6300	167	7528
2	4	7800	5	7520	36	6708	4	6150	2	7150	51	6847
3			6	7750	57	6816	7	5871	1	6900	71	6803
4					32	7009	174	6144	7	6100	213	6272
5							6	5900	23	4635	29	4897
Total	57	8132	85	7538	164	6806	191	6126	34	5200	531	6718

TABLE XIX (Concluded)

State	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof.		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
56												
1	9	6811	21	6519	7	6157					37	6522
2			9	6122	4	6050	1	5100			14	6029
3	2	6200	8	5913	8	5650					18	5828
4	3	5933	36	6044	94	5622	16	5544	2	5100	151	5714
5					6	5350	11	5100	1	4500	18	5150
Total	14	6536	74	6174	119	5656	28	5354	3	4900	238	5824
90												
1									9	6489	9	6489
2									2	5700	2	5700
3									5	5340	5	5340
4									45	5596	45	5596
5									11	4900	11	4900
6									1	3300	1	3300
Total									73	5555	73	5555
37												
1	4	6675	9	6344	8	6000	4	5900	6	6733	31	6316
2	1	6700	2	5400	6	5733	3	5000	7	5886	19	5689
3	1	6200	4	5650	8	5600	3	5133	4	5925	20	5635
4	1	6100	6	5650	25	5596	18	5167	22	5382	72	5435
5							6	4783	6	4533	12	4658
Total	7	6529	21	5924	47	5683	34	5168	45	5576	154	5609
77												
1	61	8069	70	7344	43	6591	2	6250			176	7399
2	4	7950	35	7226	41	6466	9	5633			89	6747
3	4	8375	45	7596	41	6590	13	5815	1	6100	104	6992
4	4	8575	50	7472	113	6726	136	6001			303	6548
5			2	7600	4	6625	21	5876	16	5381	43	5842
6					1	7400	1	5100			2	6250
Total	73	8107	202	7414	243	6636	182	5953	17	5424	717	6803
Grand Total												
1	445	8461	574	7514	392	6672	10	6010	18	6633	1439	7556
2	15	7787	98	7162	269	6596	37	5692	12	6125	431	6675
3	12	7650	125	7318	471	6775	78	5867	13	5731	699	6766
4	13	7392	143	6924	617	6376	820	5851	83	5598	1676	6135
5	1	9400	4	6700	25	5824	104	5246	63	4875	197	5251
6					1	7400	2	5450	1	3300	4	5400
Total	486	8393	944	7359	1775	6573	1051	5788	190	5486	4446	6707

TABLE XX

NUMBER OF INSTRUCTIONAL FACULTY AND MEAN SALARY FOR ACADEMIC YEAR 1959-60 ACCORDING TO PROFESSORIAL RANK AND AMOUNT OF ACADEMIC TRAINING

(Department Heads Included)

State	Professorial Rank										Total	
	Prof.		Assoc.Prof		Asst.Prof		Instr.		No Rank			
	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
68 (Tot.)	198	9051	218	7814	395	7125	272	6118	7	5343	1090	7350
1 Ph.D.	197	9051	207	7807	106	7017	1	6300			511	8120
2 MA+60	1	9000	5	7920	77	7061	3	6033			86	7098
3 MA+30-59			4	7975	169	7111	26	6262			199	7017
4 MA+0-29			2	7950	42	7593	240	6315	1	8600	285	6502
5 B.A.					1	6100	2	5650	6	4800	9	5133
6 No Degree												
76 (Tot.)	89	8883	95	7495	230	6553	84	5571	10	5760	508	6959
1	82	8929	49	7643	74	6772	1	5200	1	7000	207	7826
2	2	8500	19	7426	51	6504	4	5775	1	6600	77	6747
3	3	8300	16	7406	64	4179	5	5840	2	5550	90	6684
4	2	8250	11	7082	41	6254	67	5610	6	5483	127	5981
5							7	4943			7	4943
82 (Tot.)	58	8698	58	7719	101	6749	31	5713			248	7302
1	56	8730	42	7726	23	6848					121	8024
2			1	7700			1	5600			2	6650
3			12	7733	43	6865	3	5667			58	6983
4	2	7800	3	7567	35	6540	25	5684			65	6297
5							2	6200			2	6200
67 (Tot.)	76	7271	84	6286	178	5702	126	4996	1	7300	465	5876
1	60	7375	41	6598	39	5951	1	6300	1	7300	142	6751
2	4	6550	10	6180	28	5846	4	5400			46	5941
3	4	6725	13	5754	26	5650	9	5078			52	5660
4	8	7125	18	6072	80	5559	93	5053			199	5432
5			2	5800	5	5500	19	4526			26	4812
65 (Tot.)	99	9218	126	7790	302	6664	104	5511			631	
1	82	9174	74	7588	54	6548	1	6200			211	7932
2	5	9180	14	7957	26	6538	8	5850			53	7058
3	8	9563	19	8058	57	6939	12	5900			96	7249
4	3	9500	19	8184	156	6667	52	5496			230	6564
5	1	9400			9	5933	30	5257			40	5513
93 (Tot.)	91	8323	93	7584	168	6820	191	6126	34	5200	577	6855
1	85	8334	80	7565	39	6715			1	6300	205	7716
2	6	8167	6	7600	36	6708	4	6150	2	7150	54	6944
3			7	7786	60	6843	7	5871	1	6900	75	6841
4					33	7024	174	6144	7	6100	214	6278
5							6	5900	23	4635	29	4897
56 (Tot.)	42	6576	76	6186	119	5656	28	5354	3	4900	268	5910
1	27	6822	21	6519	7	6157					55	6622
2	2	6700	10	6170	4	6050	1	5100			17	6141
3	4	6100	8	5913	8	5650					20	5845
4	9	6022	37	6059	94	5622	16	5544	2	5100	158	5733
5					6	5350	11	5100	1	4500	18	5150

TABLE XX (Con't)

State		Professorial Rank										Total	
		Prof.		Assoc.Prof		Asst.Prof		Instr.		No Rank			
		No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean
9C	(Tot.)									86	5571	86	5571
1										10	6490	10	6490
2										2	5700	2	5700
3										5	5340	3	5340
4										57	5595	57	5595
5										11	4900	11	4900
6										1	3300	1	3300
37	(Tot.)	13	6838	26	6042	54	5683	41	5212	45	5576	179	5684
1		10	6990	11	6382	8	6000	7	5743	6	6733	42	6398
2		1	6700	4	5925	6	5733	3	5000	7	5886	21	5762
3		1	6200	4	5650	8	5600	3	5133	4	5925	20	5635
4		1	6100	7	5800	32	5616	22	5200	22	5382	84	5467
5								6	4783	6	4533	12	4658
77	(Tot.)	145	8392	238	7451	251	6646	182	5953	17	5424	833	7003
1		110	8348	78	7335	45	6589	2	6250			235	7657
2		11	8482	47	7372	43	6498	9	5633			110	6999
3		10	8480	52	7652	42	6595	13	5815	1	6100	118	7131
4		13	8592	57	7482	116	6735	136	6001			322	6632
5		1	8800	4	7575	4	6635	21	5876	16	5381	46	5980
6						1	7400	1	5100			2	6250
Grand Totals													
1		709	8575	603	7515	395	6677	13	5900	19	6626	1739	7735
2		32	7859	116	7234	271	6600	37	5692	12	6125	468	6759
3		30	8123	135	7359	477	6782	78	5867	13	5731	733	6827
4		38	7621	154	6965	629	6376	825	5791	95	5597	1741	6164
5		2	9100	6	6983	25	5824	104	5246	63	4875	200	5292
6						1	7400	2	5450	1	3300	4	5400
Total		811	8498	1014	7375	1798	6576	1059	5787	203	5498	4885	6845

TABLE XXI

NUMBER OF INSTRUCTIONAL FACULTY IN ALL INSTITUTIONS FOR EACH TEACHING AREA WITH MEAN SALARY FOR ACADEMIC YEAR 1959-60 (LISTED ACCORDING TO PROFESSORIAL RANK)

(Arranged According to Highest Total Mean Salary)

Teaching Area	Rank	Prof.		Assoc.		Ass't.		Instr.		No Rank		Total - All Ranks		
		No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	Mean	No.	% of Tot.	Mean
Science Education	1	4	8675	1	7100	7	7171					12	0.2	7667
Religion and Philosophy	2	5	8080	2	6100	2	7200	1	5800			10	0.2	7280
Chemistry	3	27	8996	38	7608	28	6493	22	5818	4	5950	119	2.4	7274
Agriculture	4	10	8790	2	6800	17	6735	2	5600	1	5000	32	0.7	7256
Social Science	5	108	8481	105	7417	149	6488	31	5835	15	6107	408	8.4	7191
Geology	6	2	8750	3	7600	2	6350	2	5800			9	0.2	7178
Education and Educ. Psychology	7	139	8361	127	7402	208	6605	50	6022	19	6016	542	11.1	7165
Physics	8	19	9032	21	7648	22	6755	24	5767	5	5940	91	1.9	7131
Biology	9	47	8604	69	7352	63	6459	26	5650	5	5560	210	4.3	7111
Foreign Language	10	20	8810	29	7110	25	6504	11	5645	2	5700	87	1.8	7109
Geography and Earth Science	11	20	8400	28	7571	37	6497	11	5600	2	6250	98	2.0	7087
Psychology	12	12	8525	12	7117	25	6572	2	5650	2	5900	53	1.1	7077
Mathematics	13	38	8658	38	7671	67	6622	52	5856	10	5580	205	4.2	6949
Speech	14	31	8494	36	7456	65	6497	24	5567	7	5114	164	3.3	6892
Home Economics	15	20	8340	14	7171	42	6569	19	5905	2	5050	97	2.0	68[illegible]0
Physical Educ. and Health Ed.	16	42	8569	89	7625	144	6816	117	5926	19	5453	411	8.4	6854
English	17	85	8581	111	7247	161	6503	98	5570	11	5564	466	9.5	6842
Science (No Special Area)	18	15	8480	17	7282	34	6544	13	5169	2	5000	81	1.7	6799
Industrial Arts	19	39	8159	41	7298	63	6605	64	5916	5	5560	212	4.3	6792
Business Education	20	41	8427	46	7204	91	6560	56	5738	10	5570	244	5.0	6766
Music	21	40	8325	61	7138	102	6473	66	5770	8	5875	277	5.7	6702
Art	22	14	8550	31	7461	60	6465	51	6018	7	5314	163	3.3	6644
Laboratory School	23	23	8400	68	7359	338	6627	265	5788	42	5012	736	15.1	6355
Miscellaneous	24	6	8800	10	7180	17	6488	28	5707	12	5273	73	1.5	6288
Library Science	25	4	7275	15	7113	29	6338	24	5254	13	5262	85	1.7	6048
Total		811	8494	1014	7375	1798	6576	1059	5787	203	5498	4885	100.0	6845

TABLE XXII

NUMBER OF INSTRUCTIONAL FACULTY AND MEAN SALARY FOR ACADEMIC YEAR 1959-60

(1) Exclusive of Laboratory School
(2) Laboratory School only
(3) Total

Institution	(1)		(2)		(3)	
	Number	Salary	Number	Salary	Number	Salary
12	167	7695	19	6842	186	7608
72	118	8380	7	8429	125	8382
58	266	7194	36	6294	302	7087
69	139	7244	46	6228	185	6991
36	223	7396	69	6748	292	7243
84	243	6967	46	6591	289	6908
10	175	7263	44	6089	219	7027
63	183	7339	65	7198	248	7302
26	142	5918	20	5265	162	5838
53	130	5958			130	5958
55	145	5962	28	5271	173	5850
09	96	7078	17	6376	113	6973
05	201	7239	18	6956	219	7216
32	204	7372	95	6397	299	7062
74	65	6898	12	6442	77	6827
14	185	6826	17	6435	202	6794
22	61	7234	18	5928	79	6937
95	125	6925	22	6082	147	6799
19	60	7233	12	6333	72	7083
02	47	5736	13	5231	60	5627
70	79	6257	7	5614	86	6205
31	42	5793	11	5364	53	5704
13	57	5963	12	5883	69	5949
08	33	5918	1	5900	34	5918
28	41	5349	11	5327	52	5344
46	77	5916			77	5916
51	22	5532	2	5200	24	5504
15	37	5714	8	4938	45	5576
20	31	5352	2	6550	33	5424
83	102	7066	1	6000	103	7055
73	95	7132	9	6322	104	7062
50	76	7082	4	7450	80	7100
54	95	6982	9	7022	104	6986
45	98	6882	8	6700	106	6868
35	65	7231	10	6590	75	7145
06	78	6976	11	6564	89	6925
16	59	7127	12	6258	71	6980
24	89	6994	12	6667	101	6955
Total	4151	6930	734	6364	4885	6845

TABLE XXIII

MEAN SALARY PAID TO FACULTY FOR ACADEMIC YEARS 1958-59 and 1959-60 FOR FACULTY EMPLOYED BOTH YEARS

(Institutions Ranked According to Greatest Dollar Increase)

Institution	Total Faculty						Instructional Faculty						Non-Instructional Faculty					
	Rank	No.	58-59	59-60	$Inc	%Inc	Rank	No.	58-59	59-60	$Inc	%Inc	Rank	No.	58-59	59-60	$Inc	%Inc
C8	1	30	$5097	$5937	$840	16.5	1	29	$5100	$5938	$838	16.4	1	1	$5000	$5900	$900	18.0
72	2	119	7761	8544	783	10.1	2	106	7686	8461	775	10.1	2	13	8377	9215	838	10.0
63	3	256	6676	7399	723	10.8	3	232	6673	7407	734	11.0	10	24	6704	7321	617	9.2
70	4	85	5556	6240	684	12.3	4	74	5496	6214	718	13.1	27	11	5964	6418	454	7.6
28	5	44	4782	5445	663	13.9	5	42	4736	5405	669	14.1	17	2	5750	6300	550	9.6
83	6	89	6713	7336	623	9.3	7	85	6621	7242	621	9.4	8	4	8675	9325	650	7.5
36	7	287	6797	7416	619	9.1	6	242	6743	7380	637	9.4	21	45	7087	7611	524	7.4
12	8	190	7195	7807	612	8.5	8	165	7182	7797	615	8.6	14	25	7280	7872	592	8.1
50	9	73	6738	7347	609	9.0	13	69	6657	7258	601	9.0	5	4	8150	8875	725	8.9
14	10	162	6383	6990	607	9.5	11	154	6447	7055	608	9.4	15	8	5150	5725	575	11.2
74	11	74	6341	6945	604	9.5	9	66	6303	6915	612	9.7	20	8	6650	7188	538	8.1
19	12	66	6648	7247	599	9.0	10	62	6608	7219	611	9.2	31	4	7275	7675	400	5.5
C9	13	94	7133	7730	597	8.4	15	81	7021	7611	590	8.4	9	13	7831	8469	638	8.1
22	14	71	6565	7154	589	9.0	14	64	6481	7081	600	9.3	24	7	7329	7814	485	6.6
95	15	139	6450	7035	585	9.1	11	118	6465	7073	608	9.4	28	21	6367	6819	452	7.1
16	16	61	6841	7425	584	8.5	20	50	6766	7330	564	8.3	7	11	7182	7855	673	9.4
10	17	218	6526	7106	580	8.9	18	179	6699	7275	576	8.6	13	39	5733	6328	595	10.4
35	18	67	6878	7449	571	8.3	17	60	6802	7380	578	8.5	22	7	7529	8043	514	6.8
54	19	87	6798	7366	568	8.4	16	78	6665	7254	589	8.8	33	9	7944	8333	389	4.9
24	20	84	6680	7244	564	8.4	19	76	6634	7200	566	8.5	17	8	7113	7663	550	7.7
84	21	275	6485	7036	551	8.5	22	233	6564	7113	549	8.4	16	42	6050	6610	560	9.3
C5	22	216	7028	7576	548	7.8	25	182	6958	7484	526	7.6	6	34	7400	8074	674	9.1
31	23	47	5349	5894	545	10.2	23	44	5230	5761	531	10.2	4	3	7100	7833	733	10.3
32	24	304	6822	7364	542	7.9	21	264	6670	7222	552	8.3	25	40	7830	8305	475	6.1
73	25	95	6805	7328	523	7.7	24	89	6747	7275	528	7.8	29	6	7667	8117	450	5.9
69	26	164	6683	7172	489	7.3	27	149	6646	7123	477	7.2	11	15	7047	7660	613	8.7
C6	27	86	6707	7194	487	7.3	26	75	6573	7065	492	7.5	26	11	7618	8073	455	6.0
46	28	70	5657	6093	436	7.7	28	61	5582	6002	420	7.5	19	9	6167	6711	544	8.8
13	29	58	5702	6124	422	7.4	29	51	5645	6043	398	7.1	12	7	6114	6714	600	9.8
58	30	268	6875	7262	365	5.3	30	231	6819	7186	367	5.3	23	37	7224	7732	508	7.0
15	31	42	5512	5869	357	6.5	31	37	5373	5724	351	6.5	31	5	6540	6940	400	6.1
26	32	135	5748	6101	353	6.1	33	122	5667	6010	343	6.1	30	13	6508	6954	446	6.9
55	33	148	5729	6079	350	6.1	32	140	5680	6028	348	6.1	34	8	6588	6975	387	5.9
51	34	26	5273	5554	281	5.3	34	20	5175	5490	315	6.1	37	6	5600	5767	167	3.0
53	35	118	5857	6132	275	4.7	35	104	5836	6117	281	4.8	36	14	6014	6243	229	3.8
20	36	35	5434	5677	243	4.5	36	27	5348	5578	230	4.3	35	8	5725	6013	288	5.0
02	37	60	5773	5683	- 90	-1.6	37	52	5754	5660	-94	-1.6	38	8	5900	5838	-62	-1.1
45	38	96	7356	7165	-191	-2.6	38	93	7256	7032	-224	-3.1	3	3	10467	11267	800	7.6
Total		4539	6553	7075	522	8.0		4006	6497	7030	533	8.2		533	6881	7410	529	7.7

TABLE XXIV

MEAN SALARY PAID TO FACULTY FOR ACADEMIC YEARS 1958-59 and 1959-60 FOR FACULTY EMPLOYED BOTH YEARS

(States Arranged According to Highest Dollar Increase)

State	Total Faculty						Instructional Faculty						Non-Instructional Faculty					
	Rank	No.	58-59	59-60	$Inc	%Inc	Rank	No.	58-59	59-60	$Inc	%Inc	Rank	No.	58-59	59-60	$Inc	%Inc
90	1	74	4909	5645	$736	15.0	1	71	4885	5623	$738	15.1	1	3	5500	6167	$667	12.1
82	2	256	6676	7399	723	10.8	2	232	6673	7407	734	11.0	2	24	6704	7321	617	9.2
93	3	512	6454	7051	597	9.3	3	464	6457	7065	608	9.4	7	48	6427	6915	488	7.6
76	4	493	6503	7067	564	8.7	4	412	6622	7184	562	8.5	4	81	5898	6474	576	9.8
68	5	1028	6984	7540	556	8.0	6	893	6940	7486	546	7.9	5	135	7280	7853	573	7.9
65	6	614	6942	7495	553	8.0	5	527	6823	7372	549	8.0	3	87	7662	8239	577	7.5
77	7	738	6842	7308	466	6.8	7	675	6757	7215	458	6.8	6	63	7756	8303	547	7.1
56	8	250	5603	6014	411	7.3	8	221	5538	5954	416	7.5	8	29	6100	6476	376	6.2
37	9	173	5519	5873	354	6.4	9	145	5429	5781	352	6.5	9	28	5986	6350	364	6.1
67	10	401	5773	6102	329	5.7	10	366	5720	6047	327	5.7	10	35	6329	6674	345	5.5
Total		4539	6553	7075	522	8.0		4006	6497	7030	533	8.2		533	6881	7410	529	7.7

TABLE XXV

MEAN ACADEMIC YEAR SALARY OF FACULTY ON DUTY BOTH ACADEMIC YEARS (1958-59 and 1959-60) ACCORDING TO PROFESSORIAL RANK

State	Professorial Rank	No. of People	Mean Salary 1958-59	Mean Salary 1959-60	Dollar Increase	Percent Increase
68	Administrators	135	7280	7853	573	7.9
	Department Heads	68	8737	9324	587	6.7
	Professors	123	8229	8891	662	8.0
	Assoc. Professors	183	7197	7845	648	9.0
	Ass't. Professors	309	6695	7211	516	7.7
	Instructors	206	5509	6203	694	12.6
	No Rank	4	5000	5350	350	7.0
	Total	1028	6984	7540	556	8.0
76	Administrators	81	5898	6474	576	9.8
	Department Heads	27	8437	9011	574	6.8
	Professors	65	8045	8772	727	9.0
	Assoc. Professors	86	6935	7520	585	8.4
	Ass't. Professors	178	6095	6614	519	8.5
	Instructors	48	5306	5733	426	8.0
	No Rank	8	5213	5875	662	12.7
	Total	493	6503	7067	564	8.7
82	Administrators	24	6704	7321	617	9.2
	Department Heads	14	8229	9086	857	10.4
	Professors	45	7796	8556	760	9.7
	Assoc. Professors	57	6947	7719	772	11.1
	Ass't. Professors	92	6117	[illegible]	693	11.3
	Instructors	24	5138	5821	683	13.3
	Total	256	6676	7399	723	10.8
67	Administrators	35	6329	6674	345	5.5
	Department Heads	47	7004	7477	473	6.8
	Professors	34	6635	6921	286	4.3
	Assoc. Professors	75	5921	6271	350	5.9
	Ass't. Professors	140	5401	5704	303	5.6
	Instructors	69	4804	5080	276	5.7
	No Rank	1	7000	7300	300	4.3
	Total	401	5773	6102	329	5.7
65	Administrators	87	7662	8239	577	7.5
	Department Heads	43	8965	9598	633	7.1
	Professors	57	8291	8916	625	7.5
	Assoc. Professors	115	7230	7879	649	9.0
	Ass't. Professors	250	6296	6807	511	8.1
	Instructors	62	5360	5747	387	7.2
	Total	614	6942	7495	553	8.0
93	Administrators	48	6427	6915	488	7.6
	Department Heads	44	7841	8455	614	7.8
	Professors	54	7583	8181	598	7.9
	Assoc. Professors	81	6896	7533	637	9.2
	Ass't. Professors	128	6313	6918	605	9.6
	Instructors	136	5643	6263	620	11.0
	No Rank	21	5124	5571	447	8.7
	Total	512	6454	7051	597	9.3

TABLE XXV (Concluded)

State	Professorial Rank	No. of People	Mean Salary 1958-59	Mean Salary 1959-60	Dollar Increase	Percent Increase
56	Administrators	29	6100	6476	376	6.2
	Department Heads	28	6079	6582	503	8.3
	Professors	13	6000	6546	546	9.1
	Assoc. Professors	66	5798	6152	354	6.1
	Ass't. Professors	98	5264	5676	412	7.8
	Instructors	13	4862	5346	484	10.0
	No Rank	3	4633	4900	267	5.8
	Total	250	5603	6014	411	7.3
90	Administrators	3	5500	6167	667	12.1
	Department Heads	13	5015	5662	647	12.9
	No Rank	58	4855	5614	759	15.6
	Total	74	4909	5645	736	15.0
37	Administrators	28	5986	6350	364	6.1
	Department Heads	24	5775	6200	425	7.4
	Professors	7	6229	6529	300	4.8
	Assoc. Professors	19	5526	5895	369	6.7
	Ass't. Professors	37	5295	5673	378	7.1
	Instructors	21	5014	5243	229	4.6
	No Rank	37	5373	5724	351	6.5
	Total	173	5519	5873	354	6.4
77	Administrators	63	7756	8303	547	7.1
	Department Heads	111	8325	8283	-42	-0.5
	Professors	72	7478	8108	630	8.4
	Assoc. Professors	182	6915	7471	556	8.0
	Ass't. Professors	194	6172	6728	556	9.0
	Instructors	112	5554	6071	517	9.3
	No Rank	4	5075	5450	375	7.4
	Total	738	6842	7308	466	6.8
Grand Totals	Administrators	533	6881	7410	529	7.7
	Department Heads	419	7864	8274	410	5.2
	Professors	470	7774	8401	627	8.1
	Assoc. Professors	864	6817	7392	575	8.4
	Ass't. Professors	1426	6146	6654	508	8.3
	Instructors	691	5405	5949	544	10.1
	No Rank	136	5080	5637	557	11.0
	Total	4539	6553	7075	522	8.0

Figure 17: Total Faculties of All Institutions for 1959-60
With Percent of New Faculty

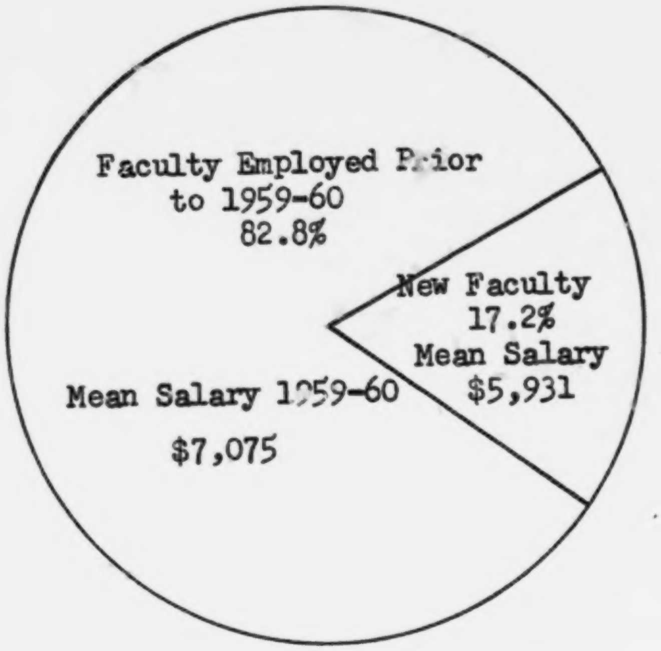


Figure 18: Distribution by Professorial Rank of New Faculty
Employed in 1959-60

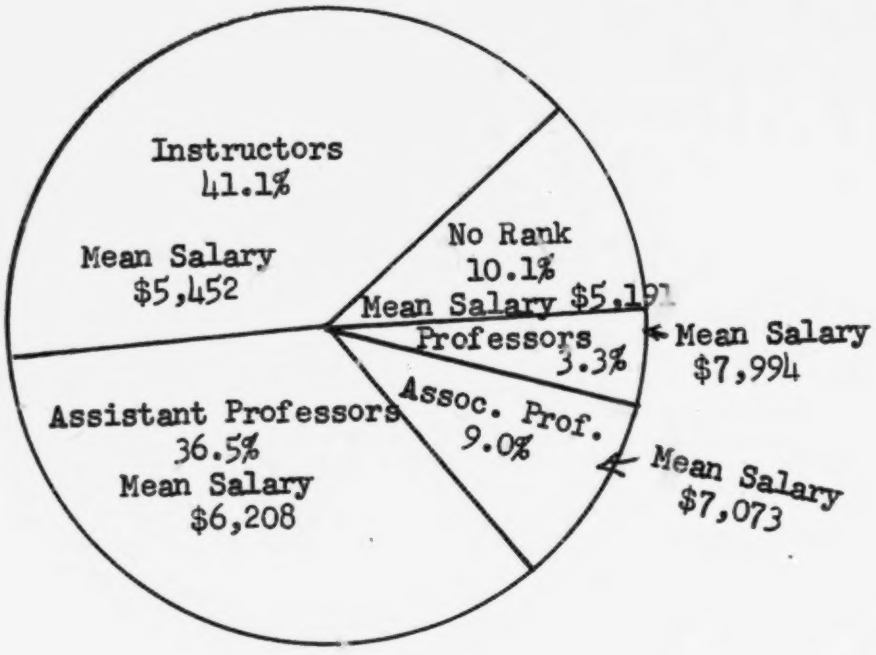


Figure 19: Mean Academic Year Salary for Total Instructional Faculty, Listed by State 1957-58, 1958-59 and 1959-60

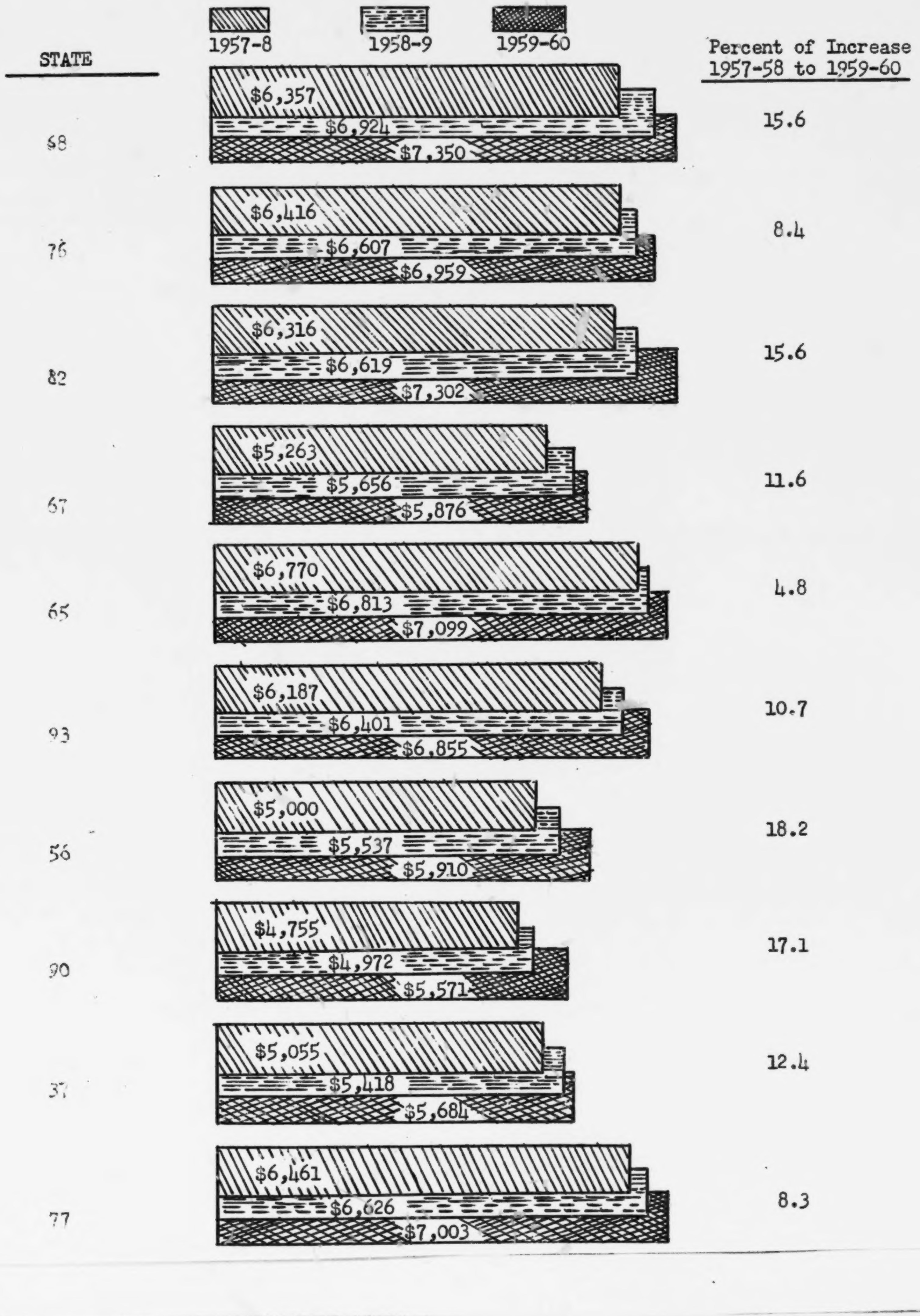


Figure 20: Mean Academic Year Salary for All Faculty
All Institutions
1957-58, 1958-59 and 1959-60

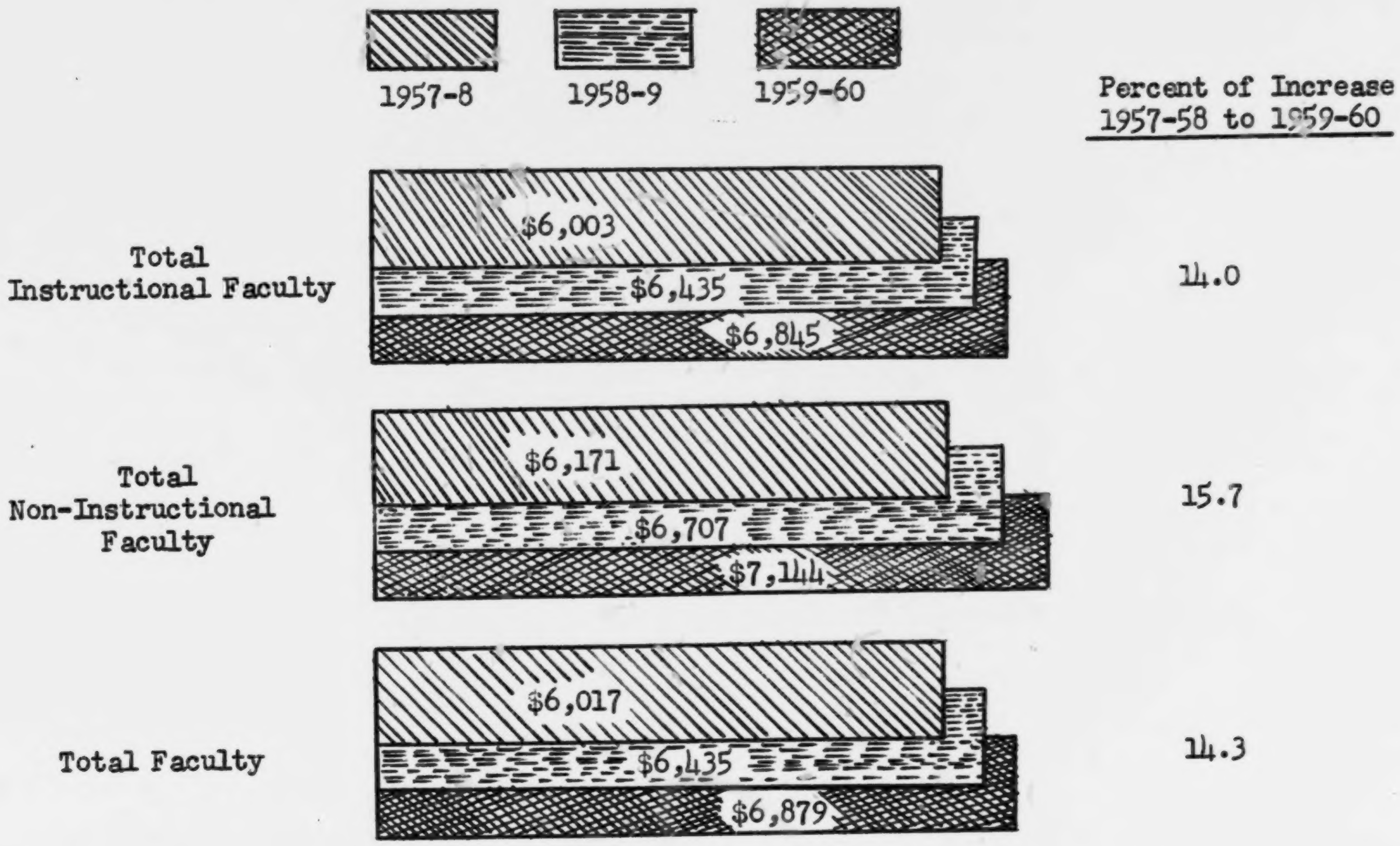


Figure 21: Mean Academic Year Salary for Men and Women
1957-58, 1958-59 and 1959-60

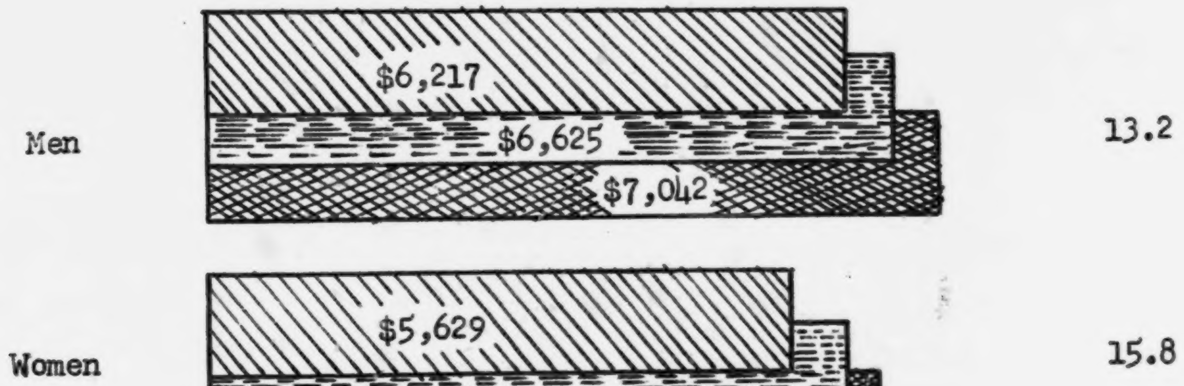


Figure 22: Mean Academic Year Salary Paid to Instructional Faculty
All Institutions
1957-58, 1958-59 and 1959-60

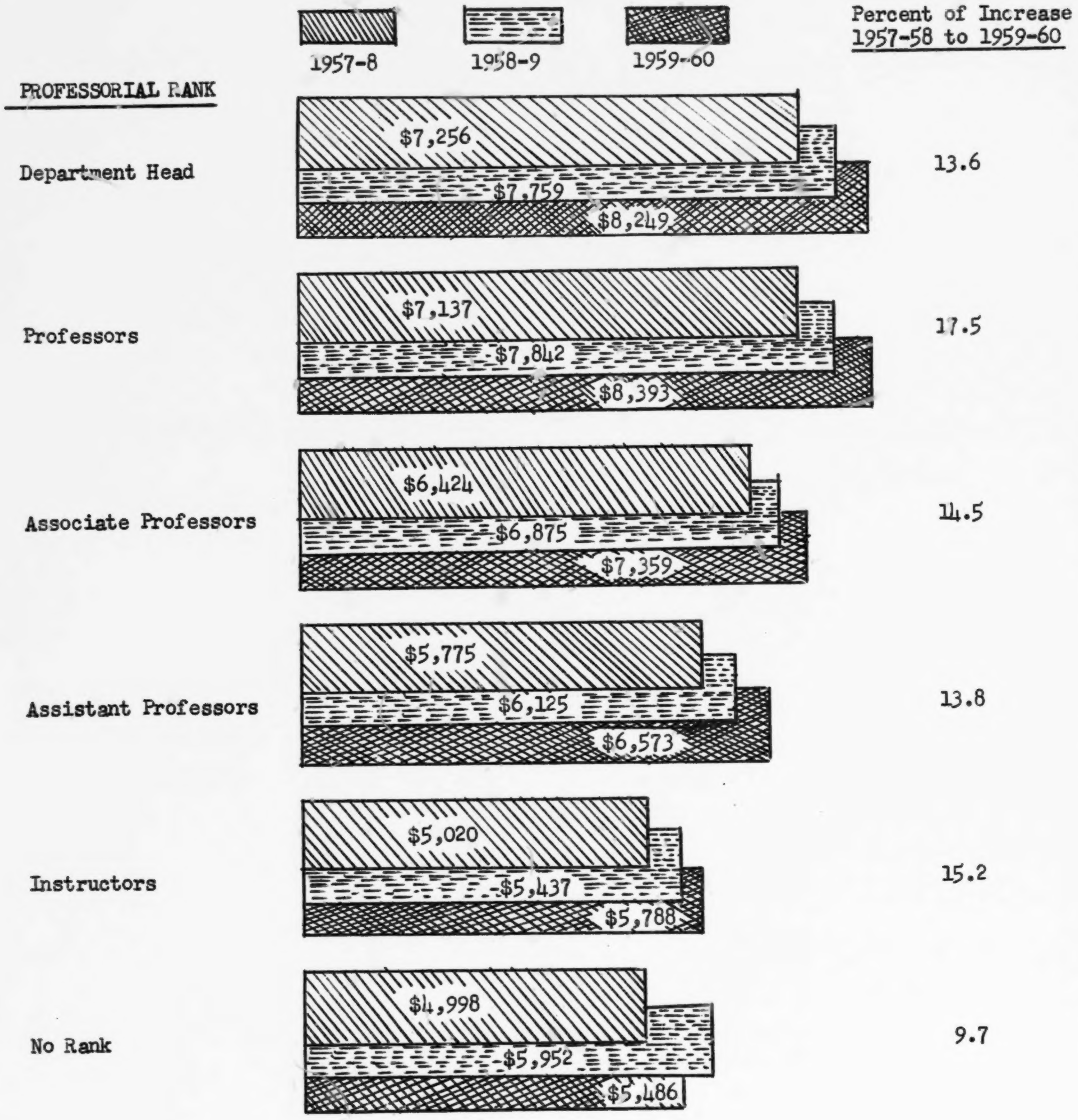
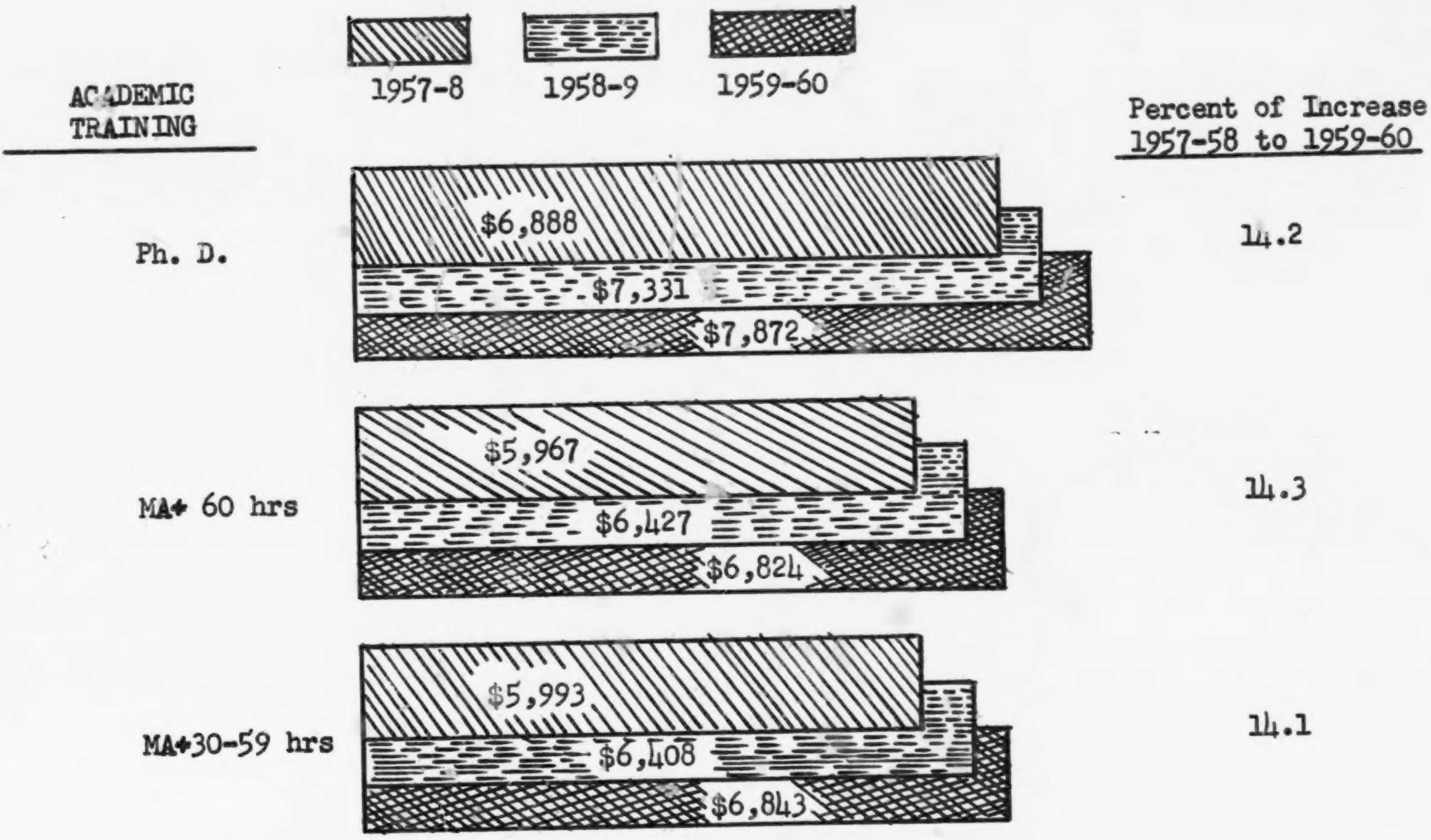


Figure 23: Mean Academic Year Salary Paid to Instructional Faculty
According to Amount of Academic Training
1957-58, 1958-59 and 1959-60



State ______
College ______

Cooperative Study of Faculty Salary

College ______________________
Location ______________________

Reported by ______________________

Date of Report ______

									EXPERIENCE				SALARY 1958-59			
Name (not to be copied onto final report form) Local use only	Instructor Code	Sex	Year of Birth	Rank	Tenure	Training	Assignment	Teaching Area	Elem & Second	Other College	Local Coll.	Total Educational	Contract Period	Contract Salary	Academic Year Salary	Con Pe
	9-12	13	14-15	16	17	18	19-20	21-23	24-5	26-7	28-9	32-3	39	40-42	43-5	

Section I

Cooperative Study of Faculty Salary

ege ______________ Reported by ______________ Date of Report ______________
tion ______________

							EXPERIENCE				SALARY 1958-59			SALARY 1959-60		
ex	Year of Birth	Rank	Tenure	Training	Assignment	Teaching Area	Elem & Second	Other College	Local Coll.	Total Educational	Contract Period	Contract Salary	Academic Year Salary	Contract Period	Contract Salary	Academi Year Salary
3	14-15	16	17	18	19-20	21-23	24-5	26-7	28-9	32-3	39	40-42	43-5	46	47-9	50-2

Section 2

State ________
College ________

Cooperative Study of Faculty Salary

College ________________
Location ________________

Reported by ________________

Date of Report ________

Name (not to be copied onto final report form)	In-struc-tor Code	Sex	Year of Birth	Rank	Tenure	Train-ing	Assign-ment	Teaching Area	EXPERIENCE			Total Educa-tional	SALARY 1957-58			S
									Elem & Second	Other College	Local Coll.		Contract Period	Contract Salary	Academic Year Salary	Contra Perio
Local use only	9-12	13	14-15	16	17	18	19-20	21-23	24-5	26-7	28-9	32-3	39	40-42	43-5	46
	0010	1	10	2 1	2	3	11	120	06	04	04 05	14 15	1	060	060	1
	0020	1	06	1 ~~2~~	2	1	32	900	08	02	10 11	20 21	3	090	072	3
	0030	1	05	1	2	1	11 21	260	00	09	15 16	24 25	2	080	065	2
	0040	2	10	3	1	3	11	420	07	06	02	15	1	055	055	1

SAMPLE

This Sample data sheet is planned to help make clear the Special Code and Instruction Sheet and is designed to explain how th data sheets are to be filled out and completed.
Note: All the typed figures represent the data submitted on last year's data sheets. The penciled figures represent correct changes and includes 1958-59 salary status.

Instructor 0010: There were no errors in the data as reported for 1957-58. This person changed in rank so the new rank is w under last year's rank. Of course a year is added for experience. 1958-59 Salary is written in.

Instructor 0020: An error in rank was reported for this person in 1957-58 so a line is drawn through 2 and the correct rank written above the 2. Experience is added and 1958-59 Salary.

Instructor 0030: This person changed in assignment from 11 in 1957-58 to 21 in 1958-59. No other changes except experience recording 1958-59 salary.

Instructor 0040: This person did not have experience reported for 1957-58. This information has been obtained and recorded 1958-59.

Section I

Section 2

Cooperative Study of Faculty Salary

llege ____________ Reported by ____________ Date of Report ____________
cation ____________

Year of Birth	Rank	Tenure	Training	Assignment	Teaching Area	EXPERIENCE Elem & Second	Other College	Local Coll.	Total Educational	SALARY 1957-58 Contract Period	Contract Salary	Academic Year Salary	SALARY 1958-59 Contract Period	Contract Salary	Academic Year Salary
14-15	16	17	18	19-20	21-23	24-5	26-7	28-9	32-3	39	40-42	43-5	46	47-9	50-2
10	2 1	2	3	11	120	06	04	04 05	14 15	1	060	060	1	065	065
06	1 ~~2~~	2	1	32	900	08	02	10 11	20 21	3	090	072	3	095	076
05	1	2	1	11 21	260	00	09	15 16	24 25	2	080	065	2	085	070
10	3	1	3	11	420	07	06	02	15	1	055	055	1	062	062

a sheet is planned to help make clear the Special Code and Instruction Sheet and is designed to explain how the tabbed to be filled out and completed.
typed figures represent the data submitted on last year's data sheets. The penciled figures represent corrections, and ludes 1958-59 salary status.

: There were no errors in the data as reported for 1957-58. This person changed in rank so the new rank is written in 's rank. Of course a year is added for experience. 1958-59 Salary is written in.

: An error in rank was reported for this person in 1957-58 so a line is drawn through 2 and the correct rank (1) is he 2. Experience is added and 1958-59 Salary.

: This person changed in assignment from 11 in 1957-58 to 21 in 1958-59. No other changes except experience and 59 salary.

: This person did not have experience reported for 1957-58. This information has been obtained and recorded for

COOPERATIVE ADMINISTRATIVE RESEARCH

SPECIAL CODE AND INSTRUCTION SHEET

Faculty Salaries

These special directions have been prepared for use with the tabulated salary data sheets that are enclosed. It will be observed that the tabulated salary data sheets contain all the information on each staff member, including the 1958-59 salary, which was recorded and reported as of the 1958-59 school year. This procedure will simplify and save a great deal of the work in reporting the data for the 1959-60 survey.

You will note that non-teaching faculty (those coded in duty assignment as 32) have been grouped together on separate data sheets so the name of each position can be written in.

The information pertaining to an individual staff member as reported for 1958-59 has been tabbed toward the top of the space between the two horizontal lines as follows:

0010 1 30 4 2 4 11 etc.

STEP 1: Check the accuracy of the data for each staff member as of the 1958-59 school year and as tabulated in the sheets. If an error is discovered in an entry, draw a line through the error and write the correct figure above the error.

If all the information about an individual was not available in 1958-59 and was left out and that information is known now, copy it in.

STEP 2: In the lower part of the space between the horizontal lines directly under the 1958-59 data write in the code number in the proper column which shows changes for the staff member for 1959-60. There may be changes, such as, rank, assignment, teaching area and so on. SEE SAMPLE.

PLEASE NOTE: In the experience columns, 28-9 (local college) and 32-3 (total educational experience) an extra year has been added by machine so that the experience as of 1959-60 should be correct without this having to be done at the local college.

STEP 3: For administrative or non-teaching personnel coded 32 in columns 21-23 write the name of the position held.

STEP 4: 1959-60 SALARY. Use the directions on pp. 5 and 6 of the GENERAL CODE AND INSTRUCTION SHEET for reporting 1959-60 salary.

PLEASE NOTE: In order to analyze the data and make meaningful comparisons some common base for comparisons must be used. And since the academic year is always a part of the contract period of every full-time staff member, whether hired on an academic year basis, or ten months, or eleven months, or twelve months, be sure to record the academic year salary for each member, that is, the amount of salary prorated for the academic year, - if this is not done these people must be left out of the tabulations.

STEP 5: FOR PEOPLE NEW TO FACULTY IN 1959-60.
Additional data sheets are included on which to submit information for staff members new to the faculty in 1959-60. For recording the data of new members, use the GENERAL CODE AND INSTRUCTION SHEET as a guide.

PLEASE NOTE: When a staff member in your college has once been assigned a code number, Never use that same code number for any other member. Please follow this rule even if the staff member leaves and is no longer employed at your college.

August, 1959
Bureau of Research and Examination Services
Iowa State Teachers College
Cedar Falls, Iowa

COOPERATIVE ADMINISTRATIVE RESEARCH

GENERAL CODE AND INSTRUCTION SHEET

Faculty Salaries

(To be used with salary data sheets)

The designate person in each college will be responsible for completely filling out the data sheets. One set of sheets will be completed by gathering the data from the various sources and may be referred to as the work sheets. This set of work sheets will have the name of the faculty member for convenience of the local institution and this set will be retained in the files of the local institution.

A second set of data sheets, known as the report set, will be copied from the work sheets, but the names of instructors will be omitted - only the instructor code will be copied. The report sheets will be mailed to Bureau of Research, Iowa State Teachers College, Cedar Falls, for processing and reporting.

WHOM TO INCLUDE: Every person who is recognized as having faculty status and who is employed in any full-time capacity. This shall include president, deans, and all other administrative and executive faculty as well as instructional faculty; and, also, supervisors of student teaching if paid by the college, but not if given only a token payment. The determination of whether an employee has faculty status and should be included in the survey remains the decision of each institution.

CODING: In order to save time and insure accuracy, the data will be coded by each institution using the code set-up outlined in these direction sheets. (Note the one exception under duty assignment 32 - administrative faculty). Numbers or figures will be used in coding all information. The code for each type of information is given and described below.

In a given case more than one code may seem to apply, but use only the one code number which most nearly describes the situation. Do not write two codes in any section, since only one can be punched into the card and the local institution is the only one capable of determining which code most nearly fits the situation.

PLEASE NOTE: In all coding use the full number of digits allowed. If only one digit is allowed to provide the information, use only one, and if two or three, use that number of digits. Thus, under instructor's code if the number assigned to the instructor is ten (10) write it as 0010. Under experience if there are eight (8) years of experience write it as 08; and under salary if it is $6700 and since reporting to the nearest $100, write it as 067.

Card Column	Number of Digits	Item and Code	
1	(1)	CARD ORDER)	Local representative will not code this section
2-3	(2)	YEAR)	
4-5	(2)	STATE)	
6-8	(2)	COLLEGE)	

Local representative will code from here on

Card Column	Number of Digits	Item and Code
9-12	(4)	INSTRUCTOR CODE.. Use any four digit system which has advantage for the local college. The number assigned to a staff member must remain the same year after year, regardless of changes in rank, position, or even marriage. An alphabetical order may prove the most advantageous, though a division by schools, division, departments, or others may be used. In any case it is suggested that the first year all numbers end in zero, as 0010, 0020, 0110, etc., thus leaving nine positions between each number to intersperse new faculty in future years. Write code numbers in four digits. Please Note: When a Code Number has once been Assigned to a person, Do Not Use that Code for Anyone else.
13-	(1)	SEX. 1 male 2 female
14-15	(2)	YEAR OF BIRTH. Give last two digits as 95 for 1895 or 17 for 1917.
16	(1)	ACADEMIC RANK. 1 Professor 2 Associate Professor 3 Assistant Professor 4 Instructor 9 No Rank X Head of department. Note that in this case only can a double coding be used. If a man is Head and Professor code him 1X. If Head and Associate Professor code 2X.
17	(1)	TENURE 1 Temporary, hired for one year and not expected to be retained for any length of time. 2 Regular, either has assured tenure or is assumed to be retained for a reasonable period of years.
18	(1)	TRAINING. Although many kinds of training may determine employment or salary, only formal academic training carrying academic credit in accredited colleges and universities is used in this study. In case of doubt concerning special degrees, use U.S. Office of Education instruction sheet for reporting of earned degrees by Registrars. 1 Earned doctorate, such as Ph. D., Ed. D., etc., (not M.D., D. D., etc.) 2 Earned masters plus an additional 60 semester hours or more (90 quarter hours or more) of graduate work 3 Earned masters plus an additional 30 to 59 semester hours (45-89 quarter hours) of graduate work 4 Earned masters plus an additional 0 to 29 semester hours (0-44 quarter hours) of graduate work 5 Baccalaureate including some graduate credit but no masters degree 6 Less than a baccalaureate degree

Card Column	Number of Digits	Item and Code
19-20	(2)	DUTY ASSIGNMENT

11 Full-Time Instructional. This includes persons whose regular job is essentially full-time teaching. These duties include classroom teaching, normal instructional research connected with teaching, supervision of extra-curricular activities, and academic advising if there is no special arrangement to handle such advising. The duties of this classification are primarily full-time teaching without administrative and/or executive duties.

21 Part-Time Instructional and Part-Time Administrative and Other Duties. The instructional duties constitute half or more of the person's time. In this classification the "normal" or "regular" duty of the job (not some exceptional situation existing this quarter or semester) requires a half or more than a half time devoted to teaching and the balance devoted to administrative or other duties. For example, a department head would fall in this classification if it is the understanding that he will teach half or more of his time and the other part devoted to administrative responsibilities connected with running the department.

22 Part-Time Instructional and Part-Time Administrative and Other Duties. The instructional duties constitute less than half of the person's time. In this classification the regular assignment requires that teaching will take up less than half time. For example, as in 21 above, if a department head normally (and it is understood by the nature of the job) that he will devote more than half time to the administration of the headship but will teach some (less than half time), then, he falls in this classification. DO NOT classify as 21 or 22 irregular or emergency situations such as the following: If a dean, registrar, or other administrative officer whose regular duty is administration or executive work happens to teach a class during the period of reporting, do not classify him 21 or 22, but 32 because his regular duties do not ordinarily include teaching.

32 Full-Time Administrative or Non-Instructional. This includes all administrative or other functions which do not involve direct instructional contact with students. Ordinarily these people more often fill such positions as president, deans without teaching assignments, registrar, business manager and similar positions. Teaching is not a "regular" part of the job, though any of these people may occasionally teach a class and still be classified 32.

In order that the salaries of these various administrative positions may be analyzed, write the name of the position held in columns 21-23 under "Administrative Postition" on the data sheet. (Note that this is the only instance when a word or words instead of a code number is used). There are some instances probably when a person holds a combined or consolidated job, such as, for example, Registrar and Director

Card Column	Number of Digits	Item and Code
		of Admissions. In that case, write "Registrar and Director of Admissions". In other instances a person may have a combination job though one function is more definitely his principal one; as, for example, "Director of Admissions and Member of Screening Committee". In this case use only "Director of Admissions" and omit the "Member of Screening Committee" because it is obvious that his main job is "Director of Admissions". Try to use one job name as much as possible and avoid all kinds of combinations or the results will contain a long list of meaningless combinations. Give the name which is most essentially the job classification.
21-23	(3)	TEACHING AREA. A teaching area should be assigned for all except those coded 32 under DUTY ASSIGNMENT above. Where instructors cut across area lines, use the best judgment in placing an individual in the area in which he does the greatest amount of teaching.

Note that in science provision has been made for dividing the field. In future years other areas may be divided. In science use 260 if a particular specialty cannot be readily identified.

310	Agriculture
210	Art
220	Business
410	Education and educational psychology. Also, include Audio-visual education.
420	Education - Laboratory School
110	English
120	Foreign Language
230	Geography or Earth science
320	Home economics
330	Industrial arts
240	Library science
140	Mathematics
250	Music
340	Physical Education & Health
150	Psychology (not 410)
160	Religion and philosophy
260	Science (no special area)
261	Biology
262	Chemistry
263	Geology
264	Physics
265	Science education
170	Social science. (This includes all social science other than geography, i.e., history economics, etc.)
270	Speech, including speech correction
500	Miscellaneous (areas not included elsewhere)

EXPERIENCE. This section refers to experience in education institutions. Use only full-time experience for which compensation was received. Fractions of several years may be combined but count each type of experience to the nearest whole year. Write in the number of years experience. Insert 00 in each section if no experience of that type. (Use two digits).

24-25	(2)	Number of years experience in elementary and secondary school
26-27	(2)	Number of years in colleges other than the one in which now employed
28-29	(2)	Number of years in present college
32-33	(2)	Total educational experience. (The sum of above three items).

Card Column	Number of Digits	Item and Code
		SALARY The term salary as used herein refers to the amount of money reported for income tax purposes for that portion of the year for which the person is guaranteed employment. This has been arbitrarily called the CONTRACT SALARY whether or not a formal written contract exists. No recognition is taken of summer employment not guaranteed on the previous October 1, nor of extension, correspondence or other extra compensation, nor of benefits such as, annuity, health insurance, etc., paid by the college and not included in the taxable salary. PLEASE NOTE: It will be noted that salaries for the years 1958-59 and 1959-60 are to be reported. This will mean, of course, that staff members new for 1959-60 will not have salaries recorded for the year 1958-59, and people who left at end of 1958-59 will not have salaries recorded for 1959-60.
39	(1)	CONTRACT PERIOD. The plan here is to identify that part of the year for which the staff member has guaranteed employment and salary. In some instances, particularly instructional staff, the guaranteed term of employment is probably more often the academic year; or, in some instances where summer employment is guaranteed and constitutes a part of the contract period, then that period may be eleven months, or in some few instances and a few people ten months. (This does not mean 10 checks for 9 months, but 10 months guaranteed employment). For the most part administrative officers are probably employed on a 12-month basis and for them twelve months becomes the contract period. Note that persons employed for less than the academic year are not considered full-time employees, and, therefore, are not to be included in this study. 1 Academic year (two semesters or three quarters) 2 Eleven months 3 Twelve months 4 Ten months 8 On leave 9 Not employed
40-42	(3)	CONTRACT SALARY FOR 1958-59. Record in this column the total salary of the contract period for the individual. That is, if a staff member is employed for the academic year, then record that total salary. If employed on an eleven month or ten month basis, then record that amount. In most cases administrative officers are employed on a 12-month basis, then record the 12-month salary. Give in nearest hundreds of dollars, thus report $6725 as 067, or $6750 as 068, or $11,535 as 115.

Card Column	Number of Digits	Item and Code
43-45	(3)	ACADEMIC YEAR SALARY FOR 1958-59. For persons coded (1) under contract period, this amount will be the same as reported in columns 40-42. But for persons coded (2) or (3) or (4) under contract period, this amount will be a smaller sum representing that portion of their contract salary chargeable or prorated to the academic year. It may be 5/6s, or 9/10s, or 9/11s, or 9/12s or whatever fractional part of the contract salary the institution assigns to the academic year for the particular member.
		PLEASE NOTE: In order to analyze the data and make meaningful comparisons some common base for comparisons must be used. And since the academic year is always a part of the contract period of every full-time staff member, whether hired on an academic year basis, or ten months, or eleven months, or twelve months, be sure to record the academic year salary for each member, that is the amount of salary received during the academic year - IF THIS IS NOT DONE THESE PERSONS MUST BE LEFT OUT OF THE TABULATIONS.
		PLEASE NOTE: If the staff member is employed for the academic year, but receives that salary in 10 or more equal payments, the salary should be reported as academic year salary without regard to the number of checks received.
		SALARY FOR 1959-60.
46	(1)	CONTRACT PERIOD. Same definitions and directions as for Column (39) but not necessarily the same contract code for each individual.
47-49	(3)	CONTRACT SALARY FOR 1959-60. Same definitions and directions as for Columns 40-42 but amount is for a different year.
50-52	(3)	ACADEMIC YEAR SALARY FOR 1959-60. Same definitions and directions as for Columns 43-45 but the amount is for a different year.

August, 1959
Bureau of Research and Examination Services
Iowa State Teachers College
Cedar Falls, Iowa